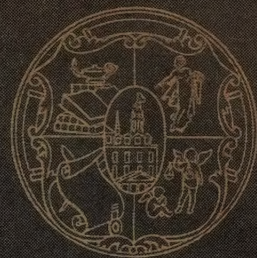


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OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NOVEMBER, 1939

No. 11 Vol. XIX

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NOTES AND COMMENTS

War-time Pay Progress

THE list, given on another page, of authorities which have agreed to implement the Local Government Staffs (War Service) Act, and make up the pay of their officers indicates that, on the whole, councils are ready to interpret the "gentlemen's agreement" in the gentlemanly spirit urged by the Minister of Health. Of 361 local authorities which have so far reached a decision, 280, or 78 per cent, are making up war service pay in full, 56 are making qualified payments, and 25 have refused to supplement army pay in any form.

While this position is encouraging, it is far from satisfactory, especially for the employees of niggardly authorities, and fully confirms the fears expressed on N.A.L.G.O.'s behalf in the House of Commons that absence of compulsion would lead to a wide variety of anomalies and injustices.

While the Association did everything possible, both when the Bill was being drafted and when it was going through the House, to avoid the present position, the damage has now been done, and there is no virtue in crying over it. Our present task is to see that the powers it gives are adopted as widely and as generously as possible. The best way to ensure that is to urge the solution of all problems through Whitley machinery. The war, as we show in an article in this number, has provided us with a splendid opportunity to complete nationally the system of joint negotiation, so well begun in most districts, and to solve the many difficult problems now confronting us. Given the support of every branch, we cannot fail.

"Equality of Sacrifice"

AT the same time, we must do all we can to reverse the decisions of those authorities which have rejected all appeals to give their staffs a fair deal. Some astonishing arguments have been used to justify refusal to supplement army pay. We have heard much about

"equality of sacrifice"—but little of the inequality of sacrifice between the officer under twenty-five whose wife must exist on the army allowance, and his older colleague who, because he is reserved and doing national service on the home front, is able to draw his normal salary. To suggest, as some councillors do, that because the ratepayer cannot afford to make up pay for his own employees, therefore nothing should be done for the local government officer, is to deny all possibility of social progress and to argue that all salaries must remain permanently at the level of the lowest. Nor is it true to maintain, as some do, that making-up pay will impose colossal burdens on the ratepayer. The operation of the schedule of reserved occupations, permitting only the youngest and lowest paid to enter the Forces, and the fact that few who go are being replaced, will prevent that; indeed, we know of some authorities which are making money out of the business. In Harrogate, for example, although the corporation is paying £62 a week to 37 employees who joined up before war began, its salaries bill has been reduced by £66 a week, leaving a "profit" of £4. The "burden" is being borne by the staffs left behind, who are doing the work of their absent colleagues on top of their own.

It cannot be too strongly emphasised that local government officers are not seeking any privileges or concessions denied to their fellows in other walks of life. They merely ask that local authorities should do the decent thing by their staffs, as other good employers are doing, and thus set an example from which all will benefit.

Enter the "Means Test"

OF the strange schemes which some authorities are adopting to avoid payment of the full difference between service and civil pay, the worst is probably that propounded by the Essex County Council. Last April, on the authority of the staffing sub-committee, the clerk to the County Council informed all permanent employees that if they volunteered for war service and

were called up their service pay would be supplemented in full. On the strength of that pledge about forty officers joined the auxiliary forces. On October 3, however, the Council repudiated the pledge and adopted instead a scheme under which single men would get nothing and married men would receive allowances based upon a means test.

Each married officer was to be asked the ages of his wife and children, whether she or they went out to work and what wages they received, whether he took in lodgers and what they paid, whether he had bought furniture on hire purchase and what he was paying for it, the amount of his rates, rent, or mortgage repayments, his income from house property, and his expenditure on insurances, sick clubs, and subscriptions. Upon the result of this inquiry into the officer's private affairs—an inquisition without parallel in local government or any other profession—allowances were to be assessed.

Apart from the degradation of submitting to such an inquiry, the system, as does every means test, penalises the thrifty man and acts as a direct invitation to extravagance.

Despite the most vigorous protests by the branch and headquarters, the Council decided to operate this scheme for three months. Happily, however, the whole position is being considered afresh in the meantime, and it is to be hoped that the representations made by N.A.L.G.O. will bring about a change of view.

Better—but Not Well

IN this column last month, under the heading "Inglorious Example," we included Bury among the authorities which had refused to make any addition to the war pay of their staffs. Happily, we were misinformed. Bury has, in fact, decided to consider each case on its merits and, in "necessitous cases," to pay one-third of the difference between civil and war pay, less ten shillings a week, the estimated value of the employee's food in the army. Special factors, such as a large family and high rent, will be taken into consideration.

Though this may not merit the epithet "inglorious," it can scarcely claim its antonym, and it is to be hoped that Bury will consider the appeal made to it by the Whitley Council and fall into line with other leading authorities.

Another Nazi Plot?

HERR HITLER has disturbed more people than Mr. John Pepper—who returns again to his criticism of Headquarters' evacuation this month—by failing to rise to expectations and confront us with all the horrors of "Blitzkrieg" in the first weeks of war. Whether N.A.L.G.O.'s N.E.C. was wise to rely on the advice of the Government which, in the words of Sir Samuel Hoare on October 11, "had to contemplate the possibility of immediate and devastating air raids of a magnitude hitherto unknown in the experience of Europe," or whether it should not have preferred the example of Mr. Pepper's 92-year-old princess who is braving all risks in her 98-roomed palace, is a matter of small moment beside the national confusion the absence of air raids has caused.

It is sickening to find people who, before the war,

were crying loudly that local authorities were unprepared, and demanding vast expansion of A.R.P. services, deep shelters for everybody, and the evacuation of women and children from every built-up area, now screaming about A.R.P. "extravagance" and clamouring for the return of the evacuees and the reopening of schools. Is it merely an example of—

"The devil was sick, the devil a monk would be,
The devil was well, the devil a monk was he,"

or are we really losing the war of nerves? Sir John Anderson's vigorous reply to such armchair critics on October 19, when he declared that "the mentality which so early has been saying 'turn on your lights and turn off your volunteers' is not the mentality which is going to win the war," and his tribute to "the unremitting efforts of the officers of local authorities," were both well merited.

Nevertheless, our immunity from serious raids—which may have ended by the time these lines are in print—is creating grave problems. In large areas of the country the education service appears virtually to have broken down and children are running wild in the streets, while the billeting of evacuees is causing much friction and discontent, not relieved by the Government's decision to make parents pay part of the cost of their keep. In solving these problems the local government officer, who has to deal with them at first hand, should be taken into consultation more fully than he is at present.

Youth's Opportunity

WHILE war has temporarily silenced the debate begun in our columns in September on the need for a Youth Movement in N.A.L.G.O., it has increased immeasurably the calls made upon youth for service. Nor is that service confined to the armed forces and civil defence. We shall have need, in the years to come, of all that youth can give us of brain and idealism as well as of brawn and courage.

With these considerations in mind, we feel sure that young members of N.A.L.G.O. in and near the Metropolitan area will be interested in the conference on Youth, Democracy, and War which the Association for Education in Citizenship is to hold at Morley College, Westminster Bridge Road, on Sunday, November 12. The conference has been called to discuss the part Youth can play in the fight to preserve and extend the principles and practice of a democracy. Sir Walter Layton, chairman of the "News Chronicle," will preside. After introductory addresses by two outstanding authorities, four "commissions," each led by a representative of Youth, will be formed to discuss simultaneously the extension of democratic principles through education, self-government, work, and leisure. These commissions will report to an evening session of the full conference, under the chairmanship of Mr. Arnold Forster, chairman of the International Peace Council, at which plans will be made for the formation of study circles and forums to prepare for a second conference to discuss peace aims in detail.

Details may be obtained from N.A.L.G.O., 27, Abingdon Street, London, S.W.1, or the Association for Education in Citizenship, 10, Victoria Street, S.W.1.

THE OFFICER'S PROBLEMS TO-DAY

ENOUGH is known in responsible quarters to prove how richly the officers of local authorities deserve the gratitude of the country for the response they have made to the peremptory demands of war. On the other hand, enough is being said in quarters irresponsible to prompt the officers to become themselves the public remembrancers of their services.

The intelligent citizen could not fail to realize the gigantic task the officer has in coping with A.R.P., evacuation, national registration, food control, and cultivation of lands, while carrying on the essential tasks of local government, in conditions when even these are clothed with added difficulty through the onset of war. Nor will many citizens lack first-hand knowledge that the officers have worked from morn till midnight and then slept at town halls or A.R.P. report centres in readiness for any emergency. What, however, may not always be appreciated, is that the officers have sustained conditions hardly less exacting for the last two or three years, in implementing, not only measure after measure of peace-time legislation, but in shouldering their own great share of the vast defence preparations which brought the nation into readiness for war. The officers' employers will themselves testify that, whatever has happened elsewhere, these labours have *not* been carried out by large additions to staff—it has not been in the nature of the task that they could be—but by the prolonged sacrifice, by existing officers, of leisure and amenities which other sections of the community were continuing to enjoy—a sacrifice recompensed by no such accretions to monetary reward as have accrued elsewhere.

In face of such facts, the suggestion recently made by a Sunday paper that one of the first acts of a grateful country in war-time should be to impose an all-round reduction of 15 per cent on the salaries of local government officers is one the Service will not fail to remember.

Unmerited Criticism

The intrinsic difficulties of the officer's task, and the unjust attacks of selfish interests, do not, of course, exhaust the anxieties by which he is now beset. The first reactions of the public to war-time government are now in full play; and much of what is done must, necessarily and rightly, in a democratic country, come under public discussion and criticism. More than ever, and more than anyone, the local government officer stands in the thick of the fire. Called upon to serve two masters—the Government and the local authorities—on lines often lamentably ambiguous, he is finding that he must justify, not only his own work to the public, the local authority, and the Government, but the work of the local authority to the public and the Government, and the work of the Government Departments to both.

The officer is thus exposed more than ever to unmerited criticism and attack. He needs the utmost support the Association can give; and the Association needs all his support in turn. Its work must be kept

vigorously alive; and for its Public Relations policy in particular there is more need than ever.

Are not the circumstances such, however, as to lead the Service to hope that voices other than its own will be raised in its defence against any unmerited criticism? The administrative action of servants of the Crown, the Government is prepared to vindicate, if need be, before Parliament, and thus before the country. Such action can be defended by the responsible Minister; for, in theory, it is the Minister's own. The local government officer is *not* the servant of the Crown but of the local authority; but he is now so much the agent of the Crown that, in this capacity, he seems entitled, if need be, to a like protection.

How Efficiency is Hampered

Meanwhile, the officer's anxieties will not deter him from putting his last ounce into the national effort. Not the least part of the contribution he can make will reside in the counsel he can give for the adaptation and perfection of the local government machine in time of war. The local authorities will soon show their desire to return as nearly as possible to normal methods of administration. The need for speedy and authoritative action is obvious. Many, however, of the expedients to which the local authorities have had to resort in the absence of any planned adaptation, by central authority, of statutory requirements are far from satisfactory to the local authorities; and they often leave their officers subject to statutory, financial, and legal responsibilities which it is not now within their effective power to order. The scope of local government is now so vast, and includes so many specialised spheres, that small emergency committees of omnibus scope can hardly be the last word in scientifically articulated organs of action. In county areas, where lay controllers call directly, and often verbally, upon the executive officers of the so-called minor authorities for action the situation of the latter is unenviable. On the one hand they can be ordered to "get on with it," and on the other they are liable to be called upon by their own or some other authority, e.g., another central department, or the district auditor, to produce every warrant of authority that is still statutorily applicable.

The administrative problem also calls upon central authority to guide and assist the local authorities in their staffing difficulties—particularly those involved in the withdrawal of so many key officers from essential local government work (in which A.R.P. may be included) for such tasks as national registration, food control, and fuel control—for which the local authorities have themselves no responsibility. The calls of Government departments upon the staffs of local authorities should be measured in relation to their own; and should be adjusted and co-ordinated so that work may be "programmed" as much as possible. Local chief officers can only organize such work by spreading duties over "key" staff limited in number; and the co-incidence of demands has sometimes approached perilously near to the impossible, whether considered in terms of physical endurance or efficient work.

WAR'S CHALLENGE TO PUBLIC RELATIONS

HOW will war affect N.A.L.G.O.'s public relations policy? Can we afford to maintain it and, if so, by what means, are we to do so? Will altered circumstances demand a change in aim and method? What is to be our message, and can we make it heard above the clash of combat? These are some of the questions members interested in public relations are asking themselves to-day.

There can be no question that war will affect our policy profoundly. But that it should cause us to abandon, or even to weaken, it, is surely unthinkable. Indeed, the conflict has strengthened its purpose. Britain, we are told, is fighting to defend democratic liberty and civilisation against totalitarian tyranny and barbarism. What better represents our democracy and civilisation than our local government system, based as it is on the principle of communal responsibility for communal good? And what better service can we render than to uphold and strengthen that system against the forces, internal as well as external, which are threatening it?

The war, which has thus made a constructive public relations policy for local government more essential, has at the same time given it a wonderful opportunity. Air raid precautions, evacuation, rationing, national registration, and the other civil defence measures have brought the public into closer contact than ever before with local authorities and their staffs, and have vastly extended the influence of local government in communal life. Thousands of people have realised, for the first time, the importance of local administration. The "chap at the Town Hall" has been transformed overnight from a figure of fun or reproach to a friend in need and defender against the many problems and dangers hostilities have brought.

War, therefore, has done for the Service what N.A.L.G.O. has been trying to do; it has brought it to public notice. But that was only part of the Association's aim. We wanted to establish the Service securely in popular appreciation and esteem, to convince the ratepayer that the local government officer was his partner in the maintenance and improvement of that vast complex of social activity upon which modern life depends for its existence and happiness.

Public relations for local government, as N.A.L.G.O. has envisaged it, is a liaison between the Service and the community, working in a double direction. It must first strive by every means in its power to make the Service efficient and worthy of public confidence. Having done that, it must interpret the Service to the community, explaining the how and why of its operation, and winning popular support for its activities. At the same time, it must seek to interpret the community to the Service, analysing public need, investigating sources of friction and complaint, and striving, so far as it is able, to adapt policy and practice to those factors in such a way as to secure smooth and acceptable administration.

If we accept this conception of public relations there can be no question that the tremendous changes, social and administrative, which the war has brought, and is bringing daily, offer us a challenge without parallel in our history. Are we prepared to meet it?

To do so effectively will require the co-operation, not only of branch officers and public relations correspondents, but of every member of the Association. For, as we have repeatedly stressed, public relations is a job in which every one of us must play a part. It affects the Service as a whole, and one weak link will render ineffective a thousand strong ones.

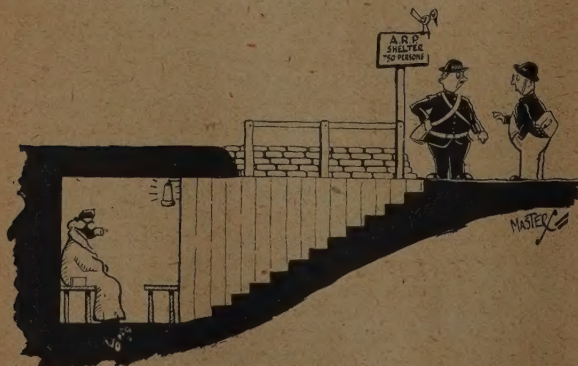
A beginning has already been made. What have we to do? It will be useful to examine the problem in the light of the three factors already mentioned:

An Efficient Service

It is an axiom of all good advertising that publicity can be no better than the service it publicises. Indeed, good publicity for bad service can do enormous harm, for it arouses expectations which the service fails to fulfil, and thus engenders disappointment, exasperation, and illwill.

We must then, individually, in our branches, in our districts, and nationally, ask ourselves whether that part of the local government Service for which we are responsible is efficient and acceptable to the community. Do we treat the public with the utmost courtesy, consideration, and despatch? Do we meet its needs completely and effectively? Have we removed every possible cause of criticism and friction? And, if we must return a negative answer to any of these questions, is there anything we can do to improve the position?

Public relations correspondents have recently been urged to consider the possibility of holding occasional meetings, in branches and districts, at which questions of this type could be discussed, sources of friction brought to light, and remedies suggested. If such work was necessary in peace-time, it is much more essential to-day, when the Service is entering more intimately into the life of the citizen. The holding of meetings on the lines suggested is now difficult, but some review of administration in relation to the public is not impossible. And, although officers are not responsible for municipal policy, there is a good deal they could do, administratively and by diplomatic suggestion, to introduce reforms where they were needed, to remedy



"Suppose we sound the 'All Clear' just once more, then perhaps she'll believe us"

inefficiencies, and to develop a uniform standard of courtesy. Such an achievement would be its own advertisement and would do more than any one single measure to strengthen the position of local government in public esteem.

Interpreting Service to Public

This task, upon which the public relations organisation has been engaged for the past eighteen months, has been made both easier and more important by the war: easier, in that we have a bigger story to tell, more important because public co-operation in the working of democratic administration has become a vital national need.

Local government to-day is an essential part of the war machine. In tackling and solving the vast problems of civil defence, evacuation, and war-time organisation, it has performed, successfully on the whole, the greatest task in its history. The public should be told the story of that achievement—and, if N.A.L.G.O. does not tell it, there is no one else who will. We who are engaged in the biggest social experiment of the century—the organisation of a democracy for totalitarian war—must assemble the details of that experiment and broadcast them to the nation.

Branch secretaries and public relations correspondents have already been asked to collect and send to headquarters information of the emergency work performed in their areas, to provide the basis for the national story. It would be for branches and districts themselves to tell the story locally, through the Press and other media of information. The more the public knows of what local government is doing, the better will it understand and appreciate its significance.

The war, too, has provided us with a number of agencies with which we can usefully co-operate. For example, the Citizens' Advice Bureaux established under the auspices of the National Council of Social Service are acting as a bridge between local authorities and the community. They should, when peace is restored, be capable of transformation into ready-made public relations organisations. Branches and districts are being invited to co-operate with them in every way possible. The home publicity section of the Ministry of Information, too, is working on similar lines, and we are planning collaboration there. The future will reveal more avenues of contact, developed by the ever-widening scope of local government activity and the growing need for the fullest public knowledge of, and confidence in, its operations. We must be ready to seize every opportunity, official and unofficial, to impart that knowledge and win that confidence.

Interpreting Public to Service

This reverse aspect of our work is no less important, for, unless the Service knows what the public thinks and needs, it cannot give the best of which it is capable. We should, as far as we can, seek to discover and analyse the public attitude towards local government and the Service, whether it is friendly, hostile, or—more probably—apathetic, and why. Only when we have done that can we direct our publicity in the most fruitful fields and by the most effective media.



"But nothing; you're fired"

We should also attempt to estimate public desire and need more accurately than is done at present, and convey the result of our inquiries to those who control policy. Only in this way can we be sure that administration will be smooth and acceptable.

The social upheaval caused by the war provides excellent material for such "mass observational" treatment. Here is an opportunity for fascinating work by educational groups and social research students; in embarking on it they could both gain useful experience and make a contribution of value to as yet unexplored fields of social science, while the result of their researches would be of untold service to our public relations campaign.

Nor must we allow the urgencies of war to blind us to the problem of reconstruction that will follow it. Whatever happens, we can be sure that social life will never be what it was before September 3, 1939. New problems, new movements, new aims, will arise, and we should now be preparing to meet them.

The above brief and necessarily tentative summary will, it is hoped, demonstrate that N.A.L.G.O. cannot afford to allow its public relations organisation to slacken, and that there is much that every member can do—far too much, many harassed correspondents, already engaged most of their waking hours on official work, will say. It is an ambitious programme, but it is one that holds exceptional promise for the benefit of the officer, the Service, the Association, and the community. Is it not worth attempting?

TO-DAY'S GREAT CHANCE FOR WHITLEYISM

THE last war created Whitleyism. Will this war complete the edifice then begun and, in the intervening years, added to, largely through the labours of N.A.L.G.O.?

All members of the Association—and especially those who work in areas not yet covered by Whitley machinery—will hope so. For war has provided many problems for the local government Service which only the methods of round-table negotiation can solve speedily and with justice to all.

A brief summary of some of the problems which have already engaged, or are likely to engage, the attention of the National and Provincial Whitley Councils will amply demonstrate their value:

Pay of Staffs on War Service.—The Local Government Staffs (War Service) Act has already been considered by the National Council and certain Provincial Councils; others are being called to discuss it. So far, every Whitley Council which has considered the Act has recommended the constituent authorities to implement it in its fullest sense. It is significant that the response of local authorities has been much more uniform and generous in areas where the Act has been the subject of Whitley recommendation. Indeed, many authorities postponed a decision until the attitude of the Provincial Whitley Council was known. The Councils will also afford an opportunity for the ventilation of the grievances of those employees whose authority has declined to make up pay at all, or has adopted a scheme of qualified payments, the operation of which will entail hardship or result in anomalies.

Air Raid Precautions Problems.—A number of these have already engaged the attention of some Councils. As a result of difficulties within Provincial Councils regarding workmen and A.R.P. personnel in general, the National Joint Council for the Non-Trading (Manual Workers') Service has, after consultations with the Home Office, made a series of recommendations to deal with the situation on a national basis, and has communicated them to all the bodies concerned. It is expected that the Whitley machinery will be used in the future to ensure uniformity of payment and treatment of A.R.P. personnel who do not come within the more commonly known categories.

Replacement of Staff.—During the last war local authorities had no opportunity such as Whitleyism provides to deal collectively with questions of replacement of staff, with the result that when hostilities ended problems arose which were difficult to settle. Whitley Councils have already been consulted on the wages to be paid to temporary clerks, the retention of women after marriage, and the policy of replacing men by women. Although the reserved age for local government officers is 25, certain local authorities have caused difficulties by insisting that only men over 40 shall be considered for vacancies. One advertisement stated that "a medical certificate of unfitness for military service would be an advantage."

Whether these expedients are in the public interest can be, and is being, discussed in the manner and

atmosphere which Whitleyism provides—i.e., complaint, reply, discussion, and recommendation designed to provide propriety and uniformity.

Schedule of Reserved Occupations.—So long as the reserved age for local government employees generally is below 25, not more than 20 per cent will be called for military service. Already, however, local authorities are seeking information and guidance on such questions as:

Can key men in A.R.P., food control, fuel control, and similar work under 25 be retained and a number of less useful employees over 25 released?

Should authorities now review all their employees up to the age of 41 and prepare a "star" list of jobs which should be regarded as sufficiently important to exempt from military service?

Difficulties are likely to be encountered if the reserved age is raised to, say, 30 years. One authority with a "young" staff performing a particular duty may lose them all, while another with an "older" staff is left with more men of this type than its needs warrant. In this connection the possibility of mobility of staff between one authority and another should be examined by the Whitley Councils.

Rising Cost of Living.—References are already reaching the Whitley Councils in connection with the extra expense to which such officers as health visitors, school nurses, and evacuation officials have been put

Please Listen

As a member of N.A.L.G.O., there are two things about the BENEVOLENT and ORPHAN FUND you ought to know.

1. It is likely that, as a result of the war, the applications for assistance will increase, yet
2. Branch officers are so busy with defence measures that they will have little time to carry out schemes for raising money.

So please give generously and pay your subscriptions in wartime even more regularly than you did before

**NALGO BENEVOLENT and
ORPHAN FUND**

CROYDE, BRAUNTON, N. DEVON.

The N.A.L.G.O. Approved Society Carries On TOWN HALL TALK THAT CONCERNS YOU



Scene—MUNICIPAL OFFICE. THE CLOSE OF A HARD DAY.

A. (in surprise): What, no overtime to-night?

B. No, I've finished with A.R.P. until to-morrow morning—Hitler willing.

A. Oh? Too much work getting you down?

B. No, but I'm taking a night off—doctor's orders.

A. Sound scheme. Besides, illness costs too much.

B. The cost wouldn't worry me. I'm no capitalist, but I *am* a member of the NALGO APPROVED SOCIETY. They would pay me sickness benefit as well as hospital expenses, and send me to the best convalescent home in the country, if necessary.

A. Sounds good. Tell me more.

B. Sorry, haven't time now—and it would take me half the night, anyway. Why not send a card asking for full particulars? The war-time address is: N.A.L.G.O. Centre, Croyde, Braunton, N. Devon.

(EXIT)

by leaving their homes to accompany evacuees. A prolongation of the billeting scheme will make this problem more acute.

Some 70 per cent of all local government officers are in receipt of salaries of less than £5 a week, and any serious rise in the cost of living will quickly affect their purchasing power. At least one Provincial Council agreement provides for adjustment of salaries with cost of living, but unrest and difficulty will arise unless some national formula is agreed to.

During the last war almost every branch of local government received a measure of relief, differing greatly in time and volume. Some authorities followed wholly or in part the Civil Service bonus awards, often with a long time lag, while others gave little or nothing, with the result that, after the war, the Service was in confusion, owing to the greatly differing standards of remuneration. After 20 years of trade union and Whitley effort, the war bonus muddle is still reflected in the salaries paid in many parts of the country.

Salaries of Temporary Staffs—Great confusion has been caused by Government departments fixing the salaries of A.R.P. workers without consulting the Whitley Councils. For example, many road workers transferred to demolition or decontamination are having their wages made up to the minimum of £3 although they are "standing by," while others are putting in a full day's normal work for less than this. Women clerks engaged on food control are being paid in some areas nearly twice as much as clerks doing normal

administrative work—with the result that staffs are clamouring to be transferred to the more remunerative jobs, and Whitley councils are being inundated with requests for guidance from local authorities.

The above outline indicates some of the problems with which officers and local authorities are now being faced, and which can be solved with justice, good-feeling, and uniformity only through Whitley machinery. In addition, of course, the National Whitley Council, the Scottish Whitley Council, and the eleven provincial councils—which now cover most of the local authorities in 42 counties of England and Wales—are dealing regularly with questions of recruitment, standards of entry to the Service, classification of staffs, salaries, promotions, superannuation, holidays, office hours, sickness payments, and with disputes and appeals. The Lancashire and Cheshire Whitley Council alone deals with an average of 1,000 separate references a year from local authorities, and its recommendations are invariably implemented by the authorities.

Here is a great opportunity to prove to the sceptics—and we are not without them, even within N.A.L.G.O. itself—the value of our Whitley machinery. The decisions already taken show that those who represent employers and employees on the various councils appreciate the necessity, as perhaps never before, of co-ordinated action on Service problems. It is incumbent on every branch, every district committee, and every N.A.L.G.O. representative to help build firmly on the foundations which have been well-laid over most of the country in the past few years.



OUR OFFICIAL ORGAN

STILL "JACKASS"

Illustrated by J. Carver

THE first shadows of war fell as darkly on Much Cowslip as on more pretentious communities, but the early exaggerated reactions have by now merged into a twilight of normal abnormality. No longer does Widow Pottle burst into tears when one mentions her absent son, undergoing the rigours of martial life somewhere near Scarborough. No longer does the entire population dive for cover when Miss Gollop's pet canary strikes a high warbling note of varying pitch. No longer does the Clerk sit at his desk all day telephoning in tin hat and gas-mask and trying to smoke cigars through the outlet valve. No longer do we think of casualties as anything but casualties—such a nice, normal, comfortable word. In fact, so near are we to business as usual that the staff have been granted one night's sleep in three and the issue of rate summonses to our regular customers has been resumed. As an experiment in Public Relations work we are enclosing with each summons a brief apology for the unavoidable delay.

Strangely enough, the entry of Britain into a war to crush dictatorship had the immediate effect of transforming our Clerk into a colourable imitation of Charlie's rival. Overnight he became a man who said go, and we went, mentally clicking our heels. On his office wall hung a large multi-coloured map of our area, into which he pinned small flags denoting the movements of the staff, or, as he phrased it, the "marshalling of his resources." The flags were of various hues—pure white, for instance, denoting a mobile column of sanitary inspectors—and the rapidity with which their positions varied was a tribute to the activity of the personnel. Occupied in such fashion, the Clerk was for some days unable to poke his nose into—I should say, take his usual interest in—branch affairs. That such a happy state would long continue was too much to expect.

It ended a few days ago when, in response to a menacing bellow, I slid briskly into his office, oozing efficiency from every pore. Unfortunately, I tripped

over the doormat and fell headlong into the umbrella-stand. Dented but undaunted, I replaced his wrecked umbrella and greeted him respectfully but brightly.

He did not look at me; he surveyed me. Such is the speed of thought that in one second I remembered I woke too late to shave, found the shoe-polish tin empty, broke and knotted a shoelace, forgot to change my collar, washed with it on, had a hole in my left sock, and relied on string to support my trousers. I sniffed nervously and dragged out my handkerchief, spraying the carpet with half-sucked aniseed balls.

Satisfied that discipline had been maintained, the Clerk relaxed. Rejecting the aniseed ball I tendered as a peace-offering, he handed me a copy of LOCAL GOVERNMENT SERVICE, open at the Branch Magazine page, and asked in his I-know-but-you-tell-me voice why Much Cowslip issued no such publication.

With the insufferable modesty of conscious virtue I explained that at the end of 1936 the Branch Executive had discussed the project and referred it to the General Purposes Committee, which in 1937 recommended the appointment of a Special Sub-Committee to investigate and report. That recommendation, endorsed by the Executive at its 1938 meeting, was approved by two-thirds of those present and voting at the 1939 Branch Annual Meeting. Should the Executive meet during 1940, no doubt the Special Sub-Committee would be appointed. Its report, if and when received, would be referred by the Executive to the General Purposes Committee, which might suggest the appointment of a Special Sub-Committee to consider it and report.

Obviously impressed, the Clerk complimented me on our admirable conduct of affairs, and I responded that we modelled our methods on those of the Council under his guidance—a tribute he accepted in the spirit in which it was offered. He said we evidently believed in the "Millions now living may never die" theory, and asked whose duty it would eventually be to implement the hypothetical report. I could not tell him, because we never reach that stage. Our principle is that the means stultifies the end.

The Clerk knew better than to try to exercise authority in such a matter. He knew that I regard as vital to the democratic foundations of our Association the rule that every member shall have an equal voice in its affairs. He contented himself by suggesting that, without throwing caution to the winds, we might show more expedition—so I got on with it. After all, a Clerk is a Clerk.

Indicative of his interest was his attendance at the Executive meeting I hurriedly convened. Strictly, he is not now a member, but no one cared to mention it. He strongly advocated a branch journal which, provided its foundations were not laid in shifting sand, might constitute the machinery whereby a spirit could be engendered in which the fair flower of social concord might serve as a link between the staff at home and with the Forces. He also urged an honorarium of two guineas per year for the Editor, who must be over forty-one, of inflexible integrity, wide experience, proved wisdom, and high literary ability. He offered to undertake the duties himself, and was unanimously elected.

After the meeting, he appointed me sub-editor at an annual fee of a quarter-guinea. My duties, he said, were to write the editorial and any other necessary copy, obtain contributions and prepare them for publication, arrange the lay-out, check the proofs, ensure a sufficient revenue from advertisements to cover all costs, produce and distribute the necessary copies, and pay the accounts, reimbursing myself later from the income, if any.

Rather dazed, I enquired what editors did. He replied curtly that they supervised and took responsibility—like Clerks. An efficient subordinate, however, should need no supervision and would expect to answer for his own mistakes—as in local government. He hoped we understood one another. We did.

My first problems were the size and title to adopt.



"He surveyed me."

I have long held LOCAL GOVERNMENT SERVICE to be unwieldy, much too large to conceal behind a ledger. Although in most offices retreats are provided to which an officer may occasionally adjourn with pipe and literature, a complete scrutiny in such brief periods is impossible, and the blacking-out of the small frosted windows has increased the difficulties.

Realising that no local government officer can be expected to take a service journal home, I resolved that my journal should be small, and that its outer cover should read "Much Cowslip Annual Accounts," so that any officer taken unawares by an invading couppellor need only close his copy instead of shuffling it hurriedly out of sight. As the Council buys only quarto and



"... their most magnetic salesman ..."

foolscap paper, my range of sizes was limited. I decided on folded foolscap.

For the interior title I wavered between Moos in Brief and Cowslip Whine, finally choosing the latter. The only advertisement secured was from Councillor Gumble, who offered privileged terms for cash in the safe and certain knowledge that we had none.

The cost of printing the journal would have been £4 3s. 1d. per copy, so I resolved to duplicate it. Unfortunately, we had no cyclostyling machine, the Clerk having mistrusted mechanisation since a calculating machine we had on trial persisted in working out the rate precept at £49 18s. 3.33d. (recurring) in the pound, whereas he knew quite well it should be about 18s. I remember we finally guessed it at 18s. 6d. to be on the safe side and ended the year with a much smaller deficit than ever before.

To ask him to buy a duplicator would have been useless, so I adopted indirect aggression, and persuaded the manufacturers to send along their most magnetic salesman with their most fascinating model. I myself ushered him into the presence, and listened outside to the intensive war of nerves which ensued. Eventually, the salesman left his machine as a free sample, with a written guarantee to service it for ten years and a deposit of ten pounds, returnable only if at the end of that period the Clerk was completely satisfied. He was a good salesman to get away so cheaply, but I doubt whether he felt quite so magnetic when I showed him out. Indeed, he was so preoccupied that I was able to hand him my mildewed bowler instead of his expensive model.

A branch journal is essential to a progressive branch. Usually its functions are to publish contributions from members who have to be coerced to contribute, to disseminate branch news which everyone knows before publication, to report non-existent branch activities, and to amuse or interest members who throw it away unread. An editor's task is thus no easy one. If provocative, he is dangerous; if non-committal, dull.

His copy must not offend the Council nor any section of the membership. In practice, his only safe course is to confine himself to guarded comments on the weather, bridge notes, and gardening advice. To have any chance of being read, his remaining pages should consist of quotations, cartoons, and fairly obvious humour.

Inevitably, my editorial—ostensibly the Clerk's—dealt with the war, analysing exhaustively its causes, forecasting its course (with details of the tactics necessary) and suggesting, well in advance, the terms to be imposed after our ultimate victory. I sent a copy to Mr. Winston Churchill, marked "Passed to you for attention."

The intentional humour was so well-written that no one believed it original. Ballast was provided by an article on National Scales of Salaries, copied from a very old issue of LOCAL GOVERNMENT SERVICE. *Branch Jottings* were given a topical flavour by the adoption of a communiqué style, e.g.: "There was marked activity on the Jones family front at 3 a.m. today. One reinforcement is understood to have arrived." *Village News* included an interview with Councillor Gumble in which he explained that price increases at his provision store were due not to profiteering but solely to the additional charges he would have had to pay for insurance and transport but for his foresight in buying six months' supplies before the war began.

Executive Notes caused difficulties because my desire to keep members freely informed conflicted with the Clerk's insistence on secrecy. My first effort exceeded a thousand words, but persistent pruning by the Clerk eventually reduced it to "The Branch Executive met on

22nd October." Just before publication he censored it still further, thinking it unwise to let the Council know we had met lest they suspect us of plotting an application. Finally, he deemed it better not to remind them that we had a Branch Executive at all.

I substituted an article entitled: "Night Life in Much Cowslip," criticising the suspicious informality of relations between the Council Chairman and Mrs. Councillor Gauche, whose platonic friendships have long been notorious. Frank and informative, without pandering too obviously to the baser instincts, my revelations made fascinating reading and met with a gratifying reception. The Clerk was rather dubious at first, and on his advice I not only referred to the characters as "a leading member of the Council" and "Councillor Mrs. G—" respectively, but also incorporated "without prejudice" and "it is alleged" in every line. An entirely fictitious statement that all the characters were entirely fictitious was an additional safeguard. As the Clerk said, against any action for libel we could plead that the statements complained of were never published, and/or did not refer to plaintiffs, and/or did not bear the meaning alleged, and/or were privileged, and/or were fair comment on a matter of public interest, and/or were true in substance and in fact. Among so many alternatives he thought one was bound to be correct.

Perhaps because one touch of scandal makes the whole world chin, the first issue of our journal was the talk of the village. Next year's issue is already eagerly awaited.

Peace hath its victories, on safer ground than war.

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NOV '39

Calling All Women**WOMAN'S WAR TASK—AND OPPORTUNITY**

War has brought to women in local government many new tasks and opportunities. What are they going to make of them, how is N.A.L.G.O. going to help them, now and in the future? This provocative article states some of the problems and offers a number of suggestions. We shall welcome the views of other women members.

THE transfer—for a short time only, it is hoped—of much of N.A.L.G.O.'s work in branches and districts to emergency committees, and the concentration of those committees on immediate essentials, have drastically curtailed the contacts within the Association which branch meetings and social activities afforded. We cannot wonder if, in consequence, some members may have formed the totally unjustified impression that N.A.L.G.O. has become somewhat remote. In fact, of course, it has become more active than ever it was, and its energies are directed over a far wider field. But so long as any impression of disinterest exists, we must meet and combat it. This is a problem that concerns every member, both men and women. I wish here, however, to confine myself to the relation of N.A.L.G.O. to its women members.

The problems which brought into being the Women's Services Committees have not been solved with the temporary suspension of committee business. Rather have additional ones arisen: for, so soon as national emergency measures were applied, new developments in women's work in local government emerged. As we expected, the social services, in which is concentrated a large proportion of women officers, were rushed to the Home Front. Nurses, health visitors, school medical, welfare, and administrative staffs either disappeared overnight to "reception" areas or were just as quickly mobilised for action at home. Many new and strange duties were allocated to them. In the name of "Civil Defence," working hours lengthened into the night and over the week-ends. For those who had not managed to take an early holiday annual leave was cancelled. It is not for me to boast of the wonderful response which our women members have made to the call, nor of the good-humour and equanimity with which they have put up with irritations and fatigue. Those are but honours which they have shared with men and women in all walks of life and for which none must take special credit to herself.

Nevertheless, exigencies of war-time, with the shifting of population and the organisation of Civil Defence, have brought a new emphasis on the work of women in local government. On the spectacular flight of women to pinnacles of administrative power I do not propose to speculate here. For, whilst women are likely to be entrusted on a temporary basis with executive responsibility, it would be to indulge in vain prophesying to imagine them translated to the position, say, of borough treasurer or of town clerk. Nevertheless, new experiences and achievements will have a permanent effect on the power and duties of women. N.A.L.G.O., I think, should try to keep track of such trends as these, so that when peace time comes we can anticipate the effect of post-war adjustments on the interests of both men and women members.

Another aspect of the future of women in local government comes to my mind. Just as the social services are in the front line of civil defence now, so, when war is over, will they be called upon to rebuild the life of the citizen. It is of extreme importance, then, that a well-qualified personnel should emerge ready for the task of reconstruction. Those of us who have been specially concerned in the course of our N.A.L.G.O. activities with questions of training for the Service, have, during the last few weeks, been given furiously to think. For one of the first reactions of young people, particularly of girls, to war-time conditions has been the wholesale abandoning of plans for careers. Many a girl who was destined for the nursing profession, or for some kind of social service, has given up all thought of training. Driven either by financial necessity or by the urge to be up and doing, she has drifted into unskilled work. Such a step, whilst calling for sympathy, will surely rebound unfortunately both on the individual concerned and upon the Service.

It was comforting, by the way, in the face of this prospect of a shortage of qualified personnel, to find the other day that several of the younger women members in my branch had given up their Saturday afternoons and Sundays to attend the classes in administration which the university had arranged in place of evening classes. Such an attempt on the part of the university to cater for our students is worthy of recognition, and it is hoped that the "powers that be" in N.A.L.G.O. will soon find it possible to continue the grants to universities. Present economy in this direction might well be future extravagance when the interests of our members and the influence of the Association in academic circles are at stake.

Such, then, are a few first reflections upon N.A.L.G.O. in war-time. There must be a hundred and one problems of special interest to women members which could be discussed in these columns. We shall be anxious to hear, for instance, of the progress of the Athlone Report, and to read of the experiences of those women who have courageously taken on branch secretaryships and such-like arduous tasks.

Our major problem at the moment is to find some means of keeping in touch and of exchanging news and views. One way, of course, would be to make a fuller use than we now do of this women's page in LOCAL GOVERNMENT SERVICE. It may be that, through a correspondence service, we shall find new contacts, whilst keeping the old ones going. The women in the branches may think of forming themselves into working parties for making hospital supplies and garments for the fighting forces and evacuees. At all costs must we try to keep alive the corporate spirit that N.A.L.G.O. has fostered and which will be required more than ever when the time for reconstruction comes along.

I. S.

TALES FROM THE HOME FRONT

Local government officers all over the country can look back with pride on the first week of September, 1939. Then, as never before, they demonstrated, to themselves as much as to the nation, that the Service can rise to an emergency.

In our last number, we asked readers to send us accounts of their experiences, and thus to help us to show how a democracy prepared for war. As yet, few have been able to answer that appeal; most are still too deeply immersed in coping with the problems that transformation has brought. But the few who have responded enable us to give at any rate a hint of

These three personal pictures cover a fraction only of the canvas we wish to fill—a canvas that will cover the whole vast panorama of local government in war, the drama and devotion, the tragedy and the comedy of a nation in arms. Will you help us to complete that picture, sending a brief account of your personal part, or letting us have copies of official reports, newspaper cuttings, and any other material which will show how the Service rose to the emergency?

what went on behind the sandbagged walls of our town halls during those hectic days.

Here, for example, is a brief diary from a woman public health officer in Scotland, the very brevity of which speaks volumes:

SUNDAY, AUGUST 27.—Recalled to duty—15 miles by car over tortuous Highland "roads," 10 miles by open boat, 100 miles by train.

MONDAY, AUGUST 28, onward.—Prepared emergency hospitals; ambulance depots and aid posts; instructed structural alterations; received, purchased, recorded and issued equipment; allocated volunteers to duties; evacuated local hospitals and clinics; received patients evacuated from city hospitals.

FRIDAY, SEPT. 1 (9 a.m.) to MONDAY, SEPT. 4 (11 p.m.).—Continuously on duty. Enrolled hundreds of A.R.P. volunteers; answered thousands of questions; was polite to telephone at 4 o'clock on three successive mornings; saw whole A.R.P. scheme (casualty services) set in motion; organised public health routine on temporary basis.

That woman, after a week of heavy work, went through a spell of 96 hours' continuous duty. Since then she has been working 12 and 14 hours a day. Writing six weeks later, she says: "Starting from to-night I hope to have two evenings off each week and every other Sunday. I feel that I must rest during this off-duty time for a week or two, but hope to be able to do something for N.A.L.G.O. when I get my breath back." And she adds:

"I have one little item to note—the number of 'presents' I received during that awful week-end. There were bars of chocolate, peppermints, 'imperials,' treacle toffee, home-made biscuits, a trifle, throat pastilles, ice-cream, and so on. The people who came about the department were wonderfully kind in such small ways, and it helped such a lot—even though I never want to smell a peppermint again! I feel satisfied that we made many friends amongst the public during the black spell.

"A solicitor, undertaking responsible A.R.P. duties in the casualty service which, for the first time, brought him into close contact with the work and staff of the department, said: 'I had no idea that so much work went on in a public health department. I didn't realise what 'public health' meant. And I didn't know you had such a fine staff here. They are so cheerful and even-tempered after working for long spells at top pressure.'"

Every branch of the Service, likely and unlikely, was



RISING TO THE EMERGENCY—A.R.P. AT THE ZOO.

recruited. Here is the experience of a deputy borough librarian who, in one week, helped with evacuation, prepared a mortuary, distributed babies' respirators, blacked out the library, and organised fuel control on top of his normal work and warden's duties in the evenings:

"From Wednesday, August 30 onward, one after another of the staff was seconded to evacuation. In addition, all control posts were manned and two branch librarians were transferred to central control, on behalf of the first aid and casualty service. On Thursday it was known that mothers and children were to be evacuated by boat from a jetty on the Thames at 6 a.m. on each of the two following days... registration fell largely to myself and a large band of helpers. Councillors were voluntarily acting as clerks and office boys, meals were snatched at odd moments; no thought of time entered our heads. The arranging of marshals, cars, and helpers was thrust on me late on Thursday, and work at the schools began before 4 a.m. the next morning. The first day's boats carrying close on 8,000, were away by 8 a.m. and we returned to the town hall to begin arrangements and registration for the second day's embarkation.

"Overnight, men had worked continuously blacking out the council buildings. Control staff had slept in their offices, and men were sandbagging everywhere.

"My next job came immediately—an instruction to convert a school into a civilian mortuary for 100 bodies. Knowing nothing of mortuaries, I read and re-read the papers from the Ministry. I ordered the various stores considered necessary, inspected the school, and made an appointment with the building manager to go over it. By that time I had an idea of what was needed, and we planned the place.

"During that first week everyone dropped usual work for A.R.P., but, foreseeing the disastrous effect of allowing things to drift, I arranged, after consulting my chief, for our winter programme of talks, discussion, and reading circles to go on with added impetus. We still had two-thirds of our child population at home, and children's libraries were necessary to keep them off the streets. Story hours and film shows were inaugurated, whilst a system of libraries for the evacuated schools was prepared.

"Meanwhile, I worked out costs of blacking-out modern, many-windowed libraries. In a few hours, a scheme went before the emergency committee and the work was put in hand. A week later all the branches were open full time and proceeding with winter programmes.

"The delivery of babies' helmet respirators gave me yet another task. Through our branches I organised the registration, demonstration, and distribution of 2,000 in two days.

"Fuel control was begun on Sept. 18, and the initial work came to my staff. I was allowed to engage eight temporary assistants, and now each branch is a coal registration office, as is the inquiry desk at the Town Hall, which is manned entirely by the librarian's staff."

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A sanitary inspector in a South coast town sends a vivid description of the reception of 1,000 hospital patients from London. He writes:

"For two or three weeks the health department staff had been working continuously through week-ends and late into the night, perfecting plans which had to go without a hitch first time because they could not be rehearsed. At last, on September 1, came the order, 'Decant B'—in other words, clear local hospitals in preparation for the influx from London.

"Six motor coaches had been converted into ambulances and these, staffed by sanitary inspectors, were used for transferring patients to outlying hospitals. Meanwhile, other inspectors had visited the central station and erected canvas screens, sick bays, etc., on the platform in readiness for the morrow. At about 10 p.m. work finished. We were back at the station at eight next morning, preparing for the arrival of voluntary stretcher-bearers.

"On a neighbouring platform the first of the trainloads of evacuated children from London had arrived, and we watched colleagues from other departments marshalling the children, while a familiar voice from the loudspeaker gave them their destinations.

"Voluntary stretcher-bearers were now signing on and receiving armbands. Our station acted as the clearing centre for the counts, and a large collection of emergency ambulances stood on the platform. Patients were to be divided according to their class of illness, each type wearing a coloured label. Sanitary inspectors carrying flags of corresponding colours were stationed up the platform while others were in charge of squads of stretcher-bearers. Doctors from the local authority and hospital staffs manned the sick bays.



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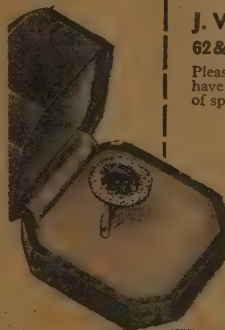
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L.G.S. Nov



"At last the first train arrived, carrying 180 patients. A short delay, then a wave of a flag, told us that the first ambulance was loaded and indicated the type of patients in it. We picked a suitable hospital from the list, boarded the ambulance, checked the patients, noted the name of the London hospital, and gave the driver his destination. Almost immediately, the second ambulance drew up and before it was finished, the third, until it was all we could do to cope with them.

"We were just checking out the last of the trainload when the second train came in and the rush started again. And so it went on until we were hot, sticky, hungry, and tired, and then past that and working mechanically. It was impossible to stop for any refreshment except for an occasional drink which willing volunteers had prepared on the platform.

"Half-past eight that evening saw the last ambulance leave the platform, which was now littered with blankets, returned stretchers, and an extraordinary collection of personal belongings of patients to be sent on. Our work has not yet finished, for stretchers and blankets had to be stacked. As we worked, darkness fell and we experienced our first wartime black-out. Scarcely distinguishable forms moved about in the darkness, until finally our task was done and we went home, many of us to find, as I did, that 'Little-Tommy-from-Battersea is billeted with us—he's asleep in the spare bedroom.'"



Bill of Farewell

"Many vicars now charge a fee of one guinea if confetti is thrown at weddings."

—News Item.

There should be a little more organisation. I have drawn up a fair scale of charges to cover everything.

To throw confetti, £1 1s.

To throwing old boot at happy bridegroom, 7s. 6d.

To hitting happy bridegroom, 10s.

To throwing rice (grains of), 2s. 9d.

To throwing rice (pudding of), 3s.

To throwing half a brick, £2 or seven days. From The Marriage Cashier to Bridegroom, Mr. J. Hooked.

An early settlement will oblige us greatly.

A very early settlement will astonish us profoundly.

—Denis Dunn in "The Sunday Graphic."

"The British Lion"

Sir.—Mr. W. E. Davenport inquires about the song "The British Lion." I well remember it, and especially the picture in colour on the cover, a feature of such songs in those days. It depicted a lion seated with folded arms and dressed as a sailor.

The song must be quite seventy years old, for it was one from my mother's portfolio, and, as children, we sang it nearly sixty years ago.

The first line ran: "The British Lion



is a noble scion," not "noble lion." The last verse began: "Then up he bounds and his roar resounds, as he lashes his foaming sides."

I fail to remember this verse verbatim, but it went on: "Down, down they fall, both great and small," and concluded with the words: "And repent to their cost, when all is lost, that they ventured to tread on his tail"—this repeated to the end.—Letter in the Sunday Times.

Alderman's Epitaph

That he was born it cannot be denied.
He ate, drank, slept, talk'd politics, and died.

—John Cunningham.

"I could never see why it should be derogatory to the Creator to suppose that He has a sense of humour. One meets so many people who could only have been created for a joke."

—Dr. W. R. Inge.

AT RANDOM By "HYPERION"

Conversation Piece

According to one of my papers, air raid warnings are making Englishmen talk to each other without an introduction.

"Was that an air raid warning?"

"What?"

"I said was that an air raid warning?"

"Couldn't say, I'm sure."

"Perhaps it was the all clear."

"What?"

"I said, perhaps it was the all clear."

"Might have been."

"I suppose it must have been one or the other."

"I suppose so."

"Unless it was an elephant."

"An elephant?"

"Yes, an elephant—trumpeting. Haw, haw, haw."

"Oh, jolly good. Haw, haw, haw."

"Well, good night."

"Good night."

—Nathaniel Gubbins.

Note on white paint now applied to kerbs and street-centres: It takes a war-threat to make them give us what we need every foggy day.

Mayor's Corner

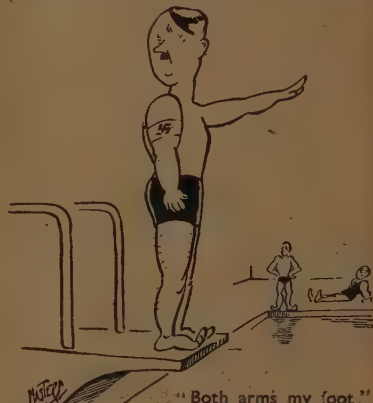
A Hastings town councillor has been complaining rather bitterly that up to the present "the predominating principle behind the election of the mayor (of Hastings) has been colossal snobbery." In order to get rid of this, he suggested a plan by which the mayoralty of the borough would be offered to the oldest serving councillor. (Incidentally, he himself is said to be the oldest serving councillor.) He "got this brain-wave," he declared, from reading about the election of a man in the fried-fish trade to the mayoralty of another town. "I am," he went on vigorously, "as good as any other man, no matter whether he wears a frock coat, drives about in a limousine, and has a large house and plenty of money."

I had never before thought of snobbery as something that affected the choice of mayors. Few of the mayors I have seen looked as if they would make much appeal to snobs. Yet snobbery is obviously a



relative matter, and it may be possible that men who become mayors are in their own world the objects of as much undeserved deference as dukes in theirs. Snobbery needs no upper classes in order to flourish.

—Y. Y. in The New Statesman.



Why be a Warden?

An important message was recently telephoned to all the A.R.P. sector posts in the Paddington district.

One word in it was queried, but the telephonist declined to accept any suggestions for an alteration and actually spelt the word out on the "A for apple, B for Bertie" principle.

The result was that the following appeared in every sector post:

"Please note that the provision of females for wardens will cease as from to-night under Home Office instructions."

The whole of Paddington was laughing before it was realised that "females" should have read "free meals."

—Evening Standard.

Man and Machines

In presenting his report to the Milan meeting, Signor F. Azari, the secretary of the Futurist movement, said that the machine was destined "to redeem humanity from the slavery of manual labour and definitely to eliminate poverty and all traces of class struggle." The humanity of the future, Signor Azari believes, will be completely served by docile and formidable "generations of machines," and will thus be able to devote all its time to aesthetic pleasures and intellectual labours, the

machines to be commanded without effort by a few privileged persons.

Signor Azari goes on to predict the advent of a standardised machine-made type of mechanical man, capable of standing any amount of wear and tear, and practically immortal.—*News Item.*

We treat our domestic animals with much kindness. We give them whatever we believe to be the best for them; and there can be no doubt that our use of meat has increased their happiness rather than detracted from it. In like manner there is reason to hope that the machines will use us kindly, for their existence will be in a great measure dependent upon ours; they will rule us with a rod of iron, but they will not eat us; they will not only require our services in the reproduction and education of their young, but also in waiting upon them as servants; in gathering food for them and feeding them; in restoring them to health when they are sick; and in either burying their dead or working up their deceased members into new forms of mechanical existence.

—Samuel Butler in "Erewhon."

Why not let the mechanical man fight the war for us?

Vox Populi

Newspaper seller at Ludgate Circus:

"Here you are—good laugh for a penny. Hitler's speech in full!"

Prophecies

"Anyone who listens to, and believes, this war-by-the-end-of-August rubbish is beyond hope, in my judgment. Unless, of course, it's another August than 1939's they are thinking about."

"Letters about the Russian Pact situation come in in surprising numbers. My estimate is that the military talks will, like



ON DUTY BENT.

discovery of a motive power which will take the place of steam, with its cumbrous fuel of oil or coal; secondly, the invention of aerial locomotion which will transport labour at a trifling cost of money and of time to any part of the planet, and which, by annihilating distance, will speedily extinguish national distinctions; and thirdly, the manufacture of flesh and flour from the elements by a chemical process in the laboratory similar to that which is now performed within the bodies of animals and plants."

—Winwood Reade (in 1872).

The full moon on Tuesday falls in the sign Pisces, in good aspect to the planets Saturn and Venus, an excellent augury for the peaceful settlement of international differences.

—Guide and Ideas. August, 1939.

The B.B.C. in War Time

Radio makes the very other chuckle to keep a warring people confident and gay. (May the Lord forgive me!)

7 a.m.—Time, News.

8.40 a.m.—"Marche Funebre," by Chopin. The Zither Quartet.

10 a.m.—Service. Hymn: "We Only Live So Long, But Then!"

11.5 a.m.—News. There is nothing further to add from 7 a.m., but this will be followed by Regional Announcements in Erse.

12 noon.—Lunch.

12.15 p.m.—Service. Hymn: "I Am Only A Humble Worm, Blowing The Gospel Trumpet."

1 p.m.—News. There is nothing further to add, etc., but there will be Regional Announcements in Gaelic.

1.20 p.m.—Service. Hymn: "The Grave Is Nearer You And I."

1.45 p.m.—"Marche Funebre," by Chopin. The Oboe Nine.

2.30 p.m.—"The Trickys Trio."

Featuring Lummy Henley, Harry Tumry, and Tennard Lenry.

4-9.30 p.m.—Gramophone.

9.30-9.45—Gramophone.

9.45-10 p.m.—New needle.

11.12 p.m.—Service. Hymn: "The Cemetery Is Just Outside My Heart."

Municipal Acrobatics

"On Monday," said Councillor Rhodes, "Councillor Clark came in his usual blustering mood and nearly jumped down my throat as if he was going to swallow me."

Black-out News

Even little Albert has entered into the spirit of this black-out business. He's wearing his finger-nails a shade darker this week.

S.O.S.

"SWANSEA MUNICIPAL CHOIR Rehearsal, Capel Gomer, Tuesday, 10th inst., at 7.30 p.m.

"PLEASE BRING THE MESSIAH."

On the Home Front

A distinguished friend of mine, who also is supposed to be (but is not) in the Ministry of Information, has received so many letters asking for his influence and assistance that he has prepared a printed form. This form runs as follows: "I am not in the Ministry of Information. If you get there before I do, I hope you will get me in. If I get there before you do, I shall try to get you in."

—Harold Nicolson.

"My husband says even when we've won the war the Ministry of Information might not let us know till the following week."

I would suggest that persons sheltering in houses during an air raid should put



on their heads a washing-bowl or metal saucepan inside which a piece of cloth should be loosely packed. Such "tin-helmets" will afford some protection against flying debris.

—Letter in the "Daily Telegraph."

Men, Women and Marriage

by C. KENT WRIGHT

(Hyperion)

"A joy-making book. No week-end party henceforth will be complete without it. Buy it and forget Hitler."—Louis Golding

5s. net

George Allen & Unwin



"Come, your Worship, let's scam"

the preliminary negotiations, be a long-drawn-out affair, tedious and subject to much high temper in Parliament and elsewhere.

"But—and this is the important fact—the Treaty will be signed. I add now that not only Britain and France are involved in the final basis of agreement, but that the United States of America will be closely concerned."

—Edward Lyndoe (astrologer) in "The People," August 13, 1939.

"Three inventions which are possibly near at hand, will give prosperity to this over-crowded island. The first is the

READERS' FORUM



N.A.L.G.O. EVACUATION Was It Necessary?

I HAVE now had an opportunity of considering your criticisms of my letter published in the October issue of *LOCAL GOVERNMENT SERVICE*, and I shall be glad if you will publish my reply.

As to the safeguarding of the "irreplaceable documents," I would state that the whole of the "irreplaceable documents" of my own local authority are still housed in the strong rooms in the basements of the several buildings, and in one respect the strong room is of the same construction as when the building was opened in 1882, and no special precautions, other than this removal to an architecturally safer situation, have been taken. This also applies to documents in other departments of the Corporation. My authority consider it would be a gross waste of public money to duplicate documents, and they are prepared to take the risk. Certain registers and books of the Corporation have been transferred to a basement strong-room, and the officers concerned have to do the majority of their work in that room under artificial light. I see no reason why Headquarters staff could not have carried on in some similar manner. It is obvious that if you remove documents to another place the staff must necessarily follow, but that is no argument in favour of the evacuation of the staff.

As to the air-raid warnings in London interfering with the full-time and smooth performance of the work of the Association, the same remark equally applies to staffs of local authorities all over the country. In London and all those cities and towns which are equally, if not more, vulnerable, officers have to stay in their respective areas and collect the subscriptions which are necessary for the efficient working of the Association. Perhaps you have overlooked the speech of a Member of the House of Commons when he bet another Member a five-pound note that there would be no air raid attack on London during the first six months of the war.

With regard to your reply to my questions 1, 2, and 3, will you please tell me what the 300,000 inhabitants of my City would have said if the 1,200 officials had asked the local authority to evacuate them and their records to some safe place in "the Dukeries."

You then proceed to ask me on what equitable basis the wives and families could have been selected for Croyde Bay. One knows it is not possible to put a quart into a pint pot, but the fact remains that the holiday centres belong to the members, and not to the staff, and applications from members for evacuation could have been dealt with in the order in which they were submitted until such time as no further accommodation remained available. Further, with regard to the reservation of Croyde Bay holiday centre for the wives and families of members of the Association,

I am well aware that the place has only accommodation for 300 persons, and that the whole of the 120,000 could not thus have been accommodated. This position has always been the case. All the members did not want to take their holidays at that Centre, but there has always been a large number who have selected this spot for their annual vacation, and no question of equity arises. If this war lasts as long as the previous one, perhaps you will suggest what will be done with regard to local

COMPETITIONS

Most readers seem to have been too busy to enter for competitions during the last two months, and it has therefore been decided to extend for a further period those announced in the August and September Journals.

In August we offered prizes of £5 5s. 0d. and £3 3s. 0d. for the best article, not exceeding 2,000 words, making constructive proposals for the reform of local government designed to overcome the defects outlined in P.E.P. broadsheet No. 150, "The Mechanism of Local Government," obtainable from P.E.P., 16, Queen Anne's Gate, London, S.W.1.

In September we offered prizes of £1 1s. 0d. and 10s. 6d. for a competition set by "Jackass."

You are the chairman of a borough council which, largely on your initiative, has reduced the salaries of its staff, increased their working hours, unwarrantably dismissed two chief officers, is pledged to reduce the rate precept by half, and is on the verge of bankruptcy.

Write out your speech as proposer of the toast "The Local Government Service" at the local N.A.L.G.O. branch annual dinner.

Entries for both competitions will now be accepted up to first post on Monday, December 4.

government officers who would like to spend their holidays at Croyde Bay in future. Are they to be debarred from this privilege just for the sake of the convenience of Headquarters staff who enjoy every ideal condition of service that can be obtained? I disagree entirely with your statement that not one member of the staff now at Croyde would not have preferred to be in London—if that be so, why did they not stop in London?

I greatly regret that my criticism does not calculate to encourage the staff at Headquarters to maintain that loyal and cheerful attitude in which they have tackled the many problems, administrative and personal, in consequence of the transfer. I can only hope that the staff will, in their leisure moments (if they have any) think of those thousands of local government officers up and down the country who have been subjected to far more inconvenience than they have, but have not enjoyed the

privilege and pleasure of working under such happy surroundings as one can obtain in the quietness of sleepy Devon.

I wonder, Mr. Editor, whether you have had time to peruse two of the Sunday newspapers of the 8th instant. In one of them you will see a headline on page 5, which reads as follows:

"Princess (aged 92) won't leave London. Alone with servants in 98-roomed palace."

In the other, you will find an advertisement on the front page which states:

"Stay at the Saunton Hotel, Saunton. Miss Air Raids."

And the other advertisement is to this effect:

"A.R.P.—Stay at the Valley of the Rocks Hotel, Lynton."

Your reply to my criticisms of N.A.L.G.O.'s evacuation and as to its effect upon the loyalty of the staff, is really too childish to put forward seriously. I wrote my letter after a good deal of thought, and stand by every word of it. In this, I am strongly supported in those criticisms by messages I have received from many members of the Association. I have to-day heard from one of the Nottingham members on the subject of a proposal to close the Convalescent Home and transfer to it a divisional office. If you do not want further criticisms of N.A.L.G.O.'s evacuation policy I should strongly advise that the step be not taken.

In my previous letter you added the words "Secretary, East Midland District Committee," after my name. In the first place, I am not the secretary. For 17 years I have had the honour of being "honorary secretary." Secondly, my letter was not written in any secretarial capacity, but as a private member of the Association. The Guildhall, JOHN PEPPER.

Nottingham.

THE STAFF REPLY Unworthy Inferences

MEMBERS of the N.A.L.G.O. staff are glad to learn that Mr. Pepper gave the subject of their evacuation to Croyde a great deal of thought before he wrote about it, but they are afraid that the result did not justify the effort. Though he is not yet clear whether he ought to blackguard the staff or the National Executive Council about the evacuation, he ought to know that the staff have no more jurisdiction over the Council than have local government officers over their councils. He should be the last to accuse anybody of childishness.

Mr. Pepper may have been misled by the answer to his question whether the proposal to evacuate emanated from the staff, and have taken it to infer that the staff had, on a plebiscite, voted for evacuation. Actually, the staff as a body had no say in the matter. What happened was that over a year ago the National

(Continued on page 334)

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(Continued from page 332)

Executive Council asked for a report on plans to safeguard the Association's work in war; the General Secretary suggested evacuation, and the Council approved. In August, the staff were told that they were to be evacuated to Croyde whether they liked it or not, and that there were to be no exceptions. Any not prepared to go would have had to resign.

We strongly resent Mr. Pepper's inference—worthy of Dr. Goebbels—that we have voluntarily planted ourselves in a "funk hole" to escape air raids. Apparently, Mr. Pepper thinks that, having nicely wangled ourselves here, we are eager to stay here. The facts are quite otherwise. Although it costs each one of us nearly £2 to get home to London, weekend leave is eagerly awaited, and it is a matter of regret that it cannot be granted, nor afforded, more often than once a month.

Surely Mr. Pepper is not going to take the credit for the decisions of the Nottingham City Council any more than he would be prepared to take any blame for them! We do not know what Mr. Pepper's ratepayers would say if he and his colleagues were evacuated to 'the Dukeries,' but we do know what Mr. Pepper would say to any ratepayer who wrote to the local newspaper in the same strain as he has written to LOCAL GOVERNMENT SERVICE. He would very quickly tell the ratepayer, in no uncertain manner, where he 'got off' or—more probably—get N.A.L.G.O. to do it for him.

So far as it is within our power, we invite Mr. Pepper to join us for two weeks, *without his wife and family*. He will, like us, of course, enjoy the wind and rain, the cold dampness, the frigid chalets and offices, the dark country lanes, the sense of being confined to the Centre unless he takes the last bus to Braunton at 5.30 p.m. to go to the cinema (thereby missing his tea and supper and walking 5 miles back in pitch blackness) or goes to the local pub, and the feeling that, in London or Nottingham, wives, families, fiancées, or friends may be experiencing a severe air raid. Perhaps it will be sufficient even for Mr. Pepper if we say that already nearly half the staff have been down with severe colds.

Of course, the Centre provides various forms of recreation, but are we to be howled down if we make use of them? We have formed sports clubs and have arranged, through the Devon County Council, for a library service and evening classes, but even then we are in no better position than if we had been in London. A black-out and the inside of four walls during leisure hours look the same in Croyde as anywhere else. We are not complaining however, because we pride ourselves that we are, by our own efforts, making Croyde Centre as comfortable, interesting, and habitable as possible.

Incidentally, Mr. Pepper's remarks about next year's holidays are ridiculous. What would members do if the Centre were taken over by the Army or Navy, as it most certainly would have been if we had not been there? This is fact, not guesswork.

In conclusion, we are glad to learn, from messages received, that there are many responsible members of the Association who realise and sympathise with the staff's position. We console ourselves with the feeling that Mr. Pepper is, perhaps, after

all, only a voice in the wilderness. But were it possible for his cries to secure our return to London without damage to the interests of the Association we should heartily forgive him for his foolishness.

Croyde, W. C. ANDERSON,
Braunton, Devon. Acting Chairman,
N.A.L.G.O. Staff Association.

Mr. Pepper has said his say, the Staff Association has replied, and there we propose to leave it, with the single comment that, despite M.P.s, Princesses, and Nottingham Corporation, the National Executive Council was not prepared to "take the risk" of exposing documents affecting the interests of thousands of N.A.L.G.O. members to incendiary and high explosive bombs in Westminster. If that was folly, then it was folly shared by the Government and by thousands of business executives faced with similar responsibilities.

YOUTH MOVEMENT A Woman Member's Challenge

As an over-thirty, I feel I can take an unbiased view of the ably written article by F. N. Thorpe in the September issue of LOCAL GOVERNMENT SERVICE. Inherent in the average British youth is that streak of respect always accorded to the person "older in years." This, coupled with the knowledge that one's chief or senior is a member of the executive committee, is bound to have a restraining effect in committee. As a member of an executive committee I have noticed on several occasions the reluctant acquiescence with which young members have allowed certain questions to be settled.

If Youth Advisory Committees were formed, the differences and difficulties arising are bound to go through a refining process, as one youth would have no compunction in telling another where he or she was lacking in common sense. The result would be a clear, concise case for the executive committee's consideration.

"Old 'Un" complains of articles containing generalities. I hope the following is specific enough to satisfy him. I note that he remembers most of the facilities that N.A.L.G.O. has provided for its members. Perhaps he recalls the appeal N.A.L.G.O. made to nursing staffs and other women officers to join the "Organisation of discerning men and women."

I wonder if he remembers that it is over ten years since the number of nursing staffs greatly increased and that, by the essential difference of their work in a local authority, they should have definite representation. Yet, when we in Wakefield asked over two years ago for direct representation for professional women on the branch executive committee it was, I suspect, put in the stock-pot of the N.E.C. and later hashed up as that unsavoury dish, "the women's sub-committee."

The N.E.C. thinks the time is opportune for getting rid of sectionalism! I accuse the N.E.C. of gross sectionalism and sex-tionalism in trying to launch the women's sub-committee. Why should a women's sub-committee be formed? Are the women not yet competent to be members of executive committees and meet the rest on equal basis? Many departments are content to nominate a woman as their representative on the branch executive committee.

"Old 'Un" should be no longer in doubt as to why the recent machinery set up for women has not been accepted. Wakefield. J. GARDNER, S.R.N.

EQUAL PAY PROBLEM Increments as Alternative?

Most women in local government Service, the older ones at any rate, feel that it is hopeless to try to get equal pay for equal work. It is men who have the deciding of these things, therefore—nuff sed.

In Glasgow, the older woman officer gets a poor show. Single women who have to earn their own livelihood are still looked upon by some men as poor creatures whom nobody wants. It never occurs to such men that some women may prefer single blessedness and money of their own to jingle, to married life with practically none.

An alternative to equal pay would be service increments after, say, two, five and ten years after the top of the grade had been reached.

It is over ten years since some of us reached our maximum, and although extra duties have been added, the remuneration remains unaltered. We are not grumbling at the extra duties. We prefer to have plenty to do. But third grade men clerks, some of them mere youths, can now reach the same salary as the maximum of the highest women's grade.

Service increments for all grades, men and women alike, would meet a long-felt want among those who have no chance of reaching a higher grade and would also lessen the gap in the remuneration of those who are doing practically the same work just as well as, if not better than, those who are getting so much more only because of a difference in sex.

ANON.

PACIFISTS IN THE SERVICE Aid from the Association

I was pleased to see prominence given in "Readers' Forum" in the last two issues to letters from Mr. William G. Ford, of Thornton Heath, with regard to local government officers holding pacifist views. Equally pleasing was the note in italics, inserted after the letter in the October issue, to the effect that members of N.A.L.G.O. may be assured that the Association will do all it can to protect the interests of this section of its members.

We shall be glad to hear that recognition similar to that obtained by the Civil Service Clerical Association has been obtained by our Association.

STANLEY HARRIS.

33, Gloucester Avenue,
Delapre, Northampton.

Members may be assured that the Association's officers are ready to help them in this as in every other way. Already a number of pacifists have been represented before the tribunals.

Reinstatement after the War

There are, doubtless, many who were pleased to note the assurance given in your October issue that the Association will do all it can to protect the interests of those members who, as pacifists, secure complete exemption by a tribunal.

Along with this, of course, is the need for a similar assurance regarding the

(Continued on page 342)

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"Can I be certain of sufficient ready money to pay urgent expenses should any of my children die during the next few years?"

Not a nice question is it? But remember that money may be very scarce before the war is over. A sudden heavy call on your income is likely to bring great hardships TO THOSE WHO ARE SPARED and might even prevent the purchase of necessities.

One shilling a month—the cost of five cigarettes a week—can protect you against this danger.

One shilling is the monthly subscription to the Nalگو Provident Society's new scheme for providing Funeral Benefit for Children. It isn't much for essential protection is it? Up to £15 can be guaranteed on death.

If the child insured does not die before the age of 16, a great part of the payments—up to £11—will be returned, to be spent how you like. So it is a sound investment, too.

Just think how useful this would be in starting your son or daughter on a wage-earning life.

The scheme is being launched on January 1, 1940, only if sufficient support is received.

So write for details TODAY, and make sure that you don't lose this special N.A.L.G.O. war-time offer. Delay would be unwise—perhaps disastrous.

NALGO CENTRE, CROYDE, Nr. BRAUNTON, N. DEVON
**SEND ME DETAILS OF THE
CHILDREN'S FUNERAL BENEFIT SCHEME**

M.....

NOV. '39.

SENDING MAGAZINES ABROAD

IT is encouraging to learn that quite a number of branch magazines are continuing publication, some reduced in size, but nevertheless very alive. These journals serve not only as a splendid stabilising influence within their branches, but as important links between branch and members who have joined the Forces.

One point, however, which may be causing editors a little concern is the question of what matter should or should not be included for information abroad, and a quotation on censorship from a pamphlet circulated to editors of house and works magazines by the Industrial Welfare Society will probably be of interest.

"Editors," it states, "will need to be circumspect in publication of articles and illustrations which might be of use to the enemy. This applies to articles on the factory [or about the local authority] and from members of the Forces. Indication should not be given of the whereabouts of troops or ships. . . . The Ministry of Information maintains a voluntary Censorship Department, Senate House, University of London, Bloomsbury, London, W.C.1, to which matter may be submitted by editors who are in any doubt of its suitability for publication.

"For posting to the countries of Europe (except France), a permit must be obtained from the Chief Postal Censor, Postal Censorship, Permits Branch, Aintree, Liverpool. The regulations covering censorship of periodicals posted to foreign destinations are published in Statutory Rules and Orders, 1939, No. 1084 (Control of Communications—War) obtainable from the Stationery Office, price 1d."

The pamphlet also deals with the problem of paper supply. One N.A.L.G.O. branch has ordered and had delivered a year's supply of paper, stencils, and ink for its duplicated journal. This is a wise precaution, for there is no doubt that paper prices, already substantially increased, will rise still further in the near future, and stocks may be difficult to obtain at any price. The pamphlet states:

"There is still uncertainty about the regulation of supplies of paper, but all newspapers and periodicals have been urged by the Government, through the Periodical Proprietors' Association, to maintain publication and circulation as far as possible. The Industrial Welfare Society will be glad to intervene on behalf of works magazines [and, presumably, N.A.L.G.O. branch magazines] to ensure supplies being available should this become necessary."

Branch Magazine and Blocks Exchange will continue to operate, but, in addition, the Industrial Welfare Society is anxious to do everything in its power to help editors to maintain publication. It will organise conferences, national or local, for editors should they desire an opportunity for comparing notes. More informally, it will put editors in touch in a district.

Not unlike the "Special Article Syndicate" scheme, which is now temporarily suspended, the Society will attempt, if requested, to secure good articles from outstanding writers for publication in several magazines at a small fee. The address of the Society is 14, Hobart Place, Westminster, S.W.1, though communications with it should be made through the Public Relations Officer, N.A.L.G.O., 27, Abingdon Street, London, S.W.1.

BRANCHES THAT ARE CARRYING ON

"IN AND OUT," the Ealing journal, edited by John Sutcliffe, continues publication, and, in the October edition, the Mayor of Ealing writes to the editor: "I was pleased to learn that the magazine is to continue, and I take it as a further instance of the determination of the staff to retain their habitual calm and orderly habit during these disorderly times. The assiduous application of the municipal staff to long and arduous hours of work has been an inspiration to all who have seen it." It is certainly good to know that in Ealing, at least, the value of the municipal officer is recognised.

Manchester's "The Guild Journal" provides yet another strong reason for the continued issue of existing magazines and, indeed, for the establishment of still more. "If," editorial comment runs, "the present arrangements for the management of Guild affairs by the newly-appointed Emergency Committee continue, the magazine will be the only link between the committee and the rank and file. Arrangements have, therefore, been made for regular publication of news of the negotiations and decisions." So, once again, the value of the branch magazine is exemplified.

Barrage balloons and Spitfires inspired

the cover of the September edition of Guildford's "The Guildler," which, despite the unfair compulsory extension of office hours from five to six, maintains its high standard of production. The appointment of its principal editor, Leonard Copplestone, as chief assistant in the Rochdale Finance Department, is a matter for congratulation to Mr. Copplestone, but one of commiseration to the Guildford Branch. It is to be hoped that another stalwart will be forthcoming to keep the "Guildler" in existence. All the same, a new magazine in Rochdale is doubtless on the way. Incidentally, the October "Guildler" is to contain another "topical scoop"—an article "Estonia has justified her Independence," by Salmé Aronwald, written just before the war.

"At Your Service," the journal of the Devon County Council Staff Association, though somewhat reduced in size, makes up by brightness and interest. Special congratulations are earned by its cover design.



Leonard Copplestone

MORLEY COLLEGE

Members in the Metropolitan area will be interested to learn that Morley College, 61, Westminster Bridge Road, has now reopened and classes are being held each evening from 5.30 to 9 p.m. Adequate air-raid protection has been provided.

The revised programme contains several interesting new features, including a theatre school, providing a two-year course designed to equip students with a working knowledge of the art of the theatre. New three-year tutorial classes in philosophy, under Dr. C. E. M. Joad, and economics, under Mrs. Barbara Wootton, are also being formed.

The social science department is continuing, with courses on the social services to-day, child psychology, public administration, economics, and social and political theory.

Full details and prospectus can be obtained from the secretary.

MOTOR CAR INSURANCE

The temporary address of the Association's official Brokers, Messrs. Norman Frizzell & Partners, Ltd., is The Ellerslie School, Kingston Road, Staines, Middlesex, and all communications relating to Motor Car Insurance should, until further notice, be forwarded to that address and not to 52-54, Gracechurch Street, London, E.C.3.

"PATRIOTISM" PAYS—THE C.C.A. WAY

N.A.L.G.O. and the Trades Union Congress are in serious dispute with the County Councils' Association. Why?

During the summer there was a conference between representatives of the County Councils' Association, the Association of Municipal Corporations, the Urban & Rural District Councils' Associations, and the London County Council, to consider the position of local government employees in the event of war. It was decided to advise the adoption of the following policy in dealing with employees, including all teachers, who volunteered or were called up for service with H.M. Forces:

- (a) To grant leave of absence to enable employees to serve in the Forces or in civil defence during an emergency;
- (b) To make up the difference between their service pay and allowances and the salary they would have received had they remained in the service of the authority;
- (c) To safeguard, subject to the passing of necessary legislation and the payment of the proper contributions, all superannuation rights, including the reckoning of emergency service for superannuation purposes;
- (d) To give such assurances as they could that employees would be reinstated in their original employment;
- (e) To effect such reinstatement at the points in the respective grades which the employees would have reached had their service with the authority been uninterrupted; and
- (f) To pay salary increments as they fell due.

That was a plain, straightforward declaration in keeping with Ministry of Health Circular 1808 (April 25, 1939), and with the example set by the Government in its treatment of Civil Servants in Circulars T.C.E.M.1 (September, 1938) and 13/39 (April 17, 1939).

The policy was approved by all the organisations concerned except the County Councils' Association. This body, for some unknown reason, apparently threw overboard its representatives to the conference, and "struck out" upon a line of its own.

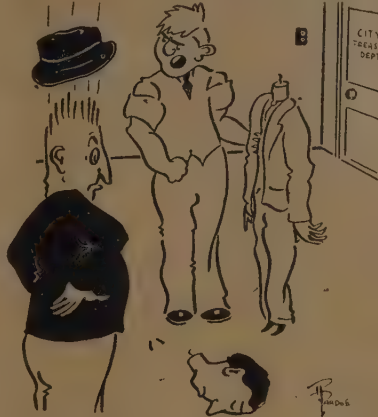
It decided to separate "sheep" from "goats" by making invidious distinctions between officers who volunteered before the outbreak of hostilities, and those who volunteered or were conscripted after, naively explaining that "previous service training will be an invaluable national asset in the event of an emergency, and should, therefore, be encouraged in the manner suggested."

What did the County Councils' Association suggest? Was it prepared to make a plain recommendation on the lines agreed upon at the joint conference? Not at all—not even in the case of the volunteers, whom it thought "should be encouraged." These men, it was recommended, should have their service pay supplemented "to such an extent as each county council in its absolute discretion may decide"!

In England and Wales there are 62 County Councils. Members of their staffs are performing analogous duties, bearing similar responsibilities, shouldering like burdens, carrying out work of national importance affecting the lives and fortunes

of millions of people, but the best recommendation this pusillanimous Association can make is: "Please yourselves what you do." Sixty-two county councils—sixty-two separate decisions! The height of statesmanship! Does it need an organisation to advise local authorities to "please themselves"?

This recommendation, weak as it is, applies only to the "good" fellows—the men whose patriotic fervour impelled



"He shouldn't have given me those two pins"

them to join the reserve forces before war broke out. The others—not so "good"—are told by the County Councils' Association that because they did not volunteer—regardless of the reason why—"no such addition to service pay should be made"!

So, in peace time, the County Councils' Association arrogates to itself the rôle of recruiting sergeant, but drops all its veneer of patriotism and becomes purely mercenary immediately conscription is put into force.

WARTIME ADDRESSES

MANY professional organisations have evacuated their headquarters from London since the war began. The following list of war-time addresses, while making no claim to completeness, may be of assistance to members:

BANK OFFICERS' GUILD, 1, Woodville Gardens, Ealing, W.5.

COUNTY COUNCILS' ASSOCIATION, County Hall, Kingston-on-Thames.

GARDEN CITIES AND TOWN PLANNING ASSOCIATION, 10, Parkway, Welwyn Garden City.

GUILD OF INSURANCE OFFICIALS, 95, Henley Road, Caversham, Reading.

INSTITUTION OF MUNICIPAL AND COUNTY ENGINEERS, 3, Branstone Road, Kew Gardens, Surrey. Phone: Richmond (Surrey) 1576.

INSTITUTION OF PROFESSIONAL CIVIL SERVANTS, 20, Cedar Road, Sutton, Surrey.

INSTITUTION OF STRUCTURAL ENGINEERS, Cornerways, Speen, Aylesbury. Phone: Hampden Row 66.

INCORPORATED MUNICIPAL ELECTRICAL ASSOCIATION, Electricity Department, P.O. Box 86, Charles Street, Leicester.

NATIONAL UNION OF TEACHERS, Toddington Manor, Toddington, Glou.

SOCIETY OF WOMEN HOUSING MANAGERS Inc., 7, Norham Road, Oxford.

The Albemarle Trading Association, Ltd., whose name appears in the N.A.L.G.O. Holiday Guide, has moved to 106, Sandy Lane South, Wallington, Surrey. Phone: Wallington 2705.

DIPLOMA IN PUBLIC ADMINISTRATION

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

WOLSEY HALL POSTAL COURSES

Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued free of charge. At the 1938 (Extension Scheme) Examination the ONLY Candidate to obtain the Diploma was a WOLSEY HALL Student.

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Canvas and soft Furnishings

HOLLANDS or roller Blinds

Government approved, guaranteed Opaque

BLACK 50" wide from 1/4d. yd. up.

Full particulars and Samples Free, write:—

A. WEBB & CO., (M/C) Ltd.,

(Textile Manufacturers)

86, George St., MANCHESTER. (Cent. 4265)

What does M.P.G. mean to you—
Miles per gallon or
MORE PER GARDEN?

Possibly both: for your garden use

Maskell's Hop Manure

for increased production. The genuine, original, most economical and best all-round fertiliser for FLOWERS, FRUIT AND VEGETABLES. EASY TO HANDLE. SIMPLE TO USE. Prices (14 bags): 10 cwt. 47/6, 5 cwt. 25/3, 3 cwt. 16/8, 2 cwt. 11/6, 1 cwt. 8/1, 1/2 cwt. 4/2, 28 lb. 2/8. Special quotation for any quantity upon request.

Free delivery area 75 miles of London. Please ask the Secretary of your Horticultural Society to write for full details relative to Horticultural Society supplies, or write direct for full Catalogue & Price List of our fertilisers & sundries.

A. W. MASKELL & SONS, LTD. (Dept. L.)

Fertiliser Manufacturers & Specialists since 1900.

DIRELTON WORKS, PORTWAY, WEST HAM, E.15

(Telephone: Maryland 1684.)

VIGOROUS ACTION TO MEET WAR PROBLEMS

Emergency Committee Discusses Overtime,

Staff Inequalities, and Threat to Salaries

VIGOROUS action to meet and solve the many problems which war has brought was approved by the Emergency Committee of the National Executive Council when it met at 27, Abingdon Street, Westminster, on Saturday, October 7. Mr. A. A. Garrard, chairman of the Council, presided, and those present included Messrs. J. T. Baker, F. D. Barton, P. H. Harrold, H. A. Jury, A. Pinches, L. Worden, and E. A. S. Young.

Outlining some of the problems which had arisen or threatened, the General Secretary mentioned:

The vast amount of overtime work, most of it unpaid, which officers all over the country had been called upon to perform since the outbreak of war, and were still doing;

The fact that evacuation of mothers and children and other emergency measures had left redundant staffs in some areas and caused great shortage of staff in others;

The danger of an attack on salaries and service conditions as a means of avoiding rate increases; and

Restriction of new appointments in some areas to men over military age.

As preliminary steps to meet these problems, the Emergency Committee approved:

The despatch of a circular to branches asking for full details of work accomplished, overtime required, extra payment made, and so on, as the basis for a strong campaign to ameliorate hardships and combat "economy" cuts;

Strong pressure on local authorities by branches, and on the Ministry of Health by Headquarters, to solve all war-time problems through Whitley machinery; and

Continuation of N.A.L.G.O. support to secure early completion of the research into cost of living of professional workers.

It was further agreed that the Emergency Committee should meet at frequent intervals to ensure that all problems arising should be promptly dealt with. The Committee expressed to the General Secretary its appreciation of the way in which he had dealt with the many difficulties arising since the outbreak of war.

Other important questions considered included:

Association Subscriptions

The Committee decided to inform branches that the rules must be adhered to in collecting subscriptions. Since the relevant rule (10) bases subscriptions on the "total salary, including bonus and fees" of each member, the effect of this decision will be to divide members during the war into three classes:

1. Those retaining their civil posts. They will pay subscriptions at the normal rate.

2. Those engaged on war service and having their war service pay made up to the level of civil remuneration in whole or in part. They will pay subscriptions based

on the amount of remuneration received from the local authority only.

3. Those engaged on war service and receiving only war service pay. Their subscriptions will be waived, but they will retain membership of the Association.

For example, an officer whose peace-time salary is £180 a year falls within the £120-£260 class and pays a subscription of 1s. 3d. a month. So long as he retains his civil job and his salary remains below £260 he will continue to pay that subscription.

If he enters the army, obtaining army pay and allowances totalling 35s. a week—£91 a year—and his authority agrees to make this up to the level of his civil salary, it will pay him £89 a year. He will then come within the £52-£120 group, and his subscription will be 10d. a month.

If, however, his authority agrees to make up only half the difference between his army and civil remuneration, paying him £44 10s., he will come within the under £52 class, and his subscription will be 5d. a month.

Finally, if his authority pays him nothing, he will pay no subscription.

Grants to Universities

The General Secretary reported letters from Dr. Sykes, Dean of Economics at the University College of the South-West, Exeter, and Mr. W. S. Steer, education secretary of the South-Western District, urging reconsideration of the decision to

discontinue the grant to the college during the war. Dr. Sykes pointed out that the college was committed to continuance of its D.P.A. courses, and that a number of students had enrolled for the first part of the N.A.L.G.O. examinations. The Committee decided to inform the college that it wished to do all possible to assist its work, so far as the financial position would allow, but would defer a final decision until the position in the other universities and colleges to which grants had been made had been investigated.

"Local Government Service."

It was reported that the cost of paper used for the official journal had already advanced by 33½ per cent., and might go still higher, while advertising revenue had fallen substantially. By adopting a lower grade paper, however, it had been possible to compensate for the increase in production costs. In these circumstances, and subject to periodic review, the Committee agreed to maintain the Journal as near as possible at its present standard.

B. & O. Christmas Hampers

The continuance of the practice of giving Christmas hampers to beneficiaries of the Fund was considered, and a resolution of the North-Western district committee, urging that hampers, or a cash equivalent, should be sent as usual, was submitted. It was reported that catering firms approached had declared themselves unable to give quotations until the Government's decision on rationing was known, and the Committee decided to defer a decision until the other districts had expressed their views.

SOUTHERN REGIONAL SCHEME WORKING

THE Southern Regional Scheme referred to in brief in last month's journal is now in full operation. The temporary staffing arrangements for the period of the war are:

REGIONAL OFFICER (acting as Divisional Officer, Metropolitan District)—Mr. T. M. Kershaw, 27, Abingdon Street, Westminster, S.W.1. Telephone: Whitehall 9351.

DIVISIONAL OFFICER (Southern and South-Western Districts)—Mr. N. M. Woodcock, 10, Hutcombe Byway, Stone Gallows Hill, Taunton. Telephone: Taunton 2779.

ACTING DIVISIONAL OFFICER (Eastern and South-Eastern Districts)—Mr. J. Melvin, 54, New Street, Chelmsford. Telephone: Chelmsford 2046 (provisional).

The primary object of the regional scheme is to decentralize the Association's services on salaries, service conditions and organization to a greater extent than hitherto by delegating to divisional officers placed at convenient centres a considerable proportion of the duties now performed by the divisional secretaries.

The result will be that district committees and branches will secure a closer and more frequent contact with an officer of the Association than has been practicable in many cases during recent years.

The regional officer will exercise a general control over the whole of the area

under his jurisdiction, maintaining close contact with the divisional officers on major problems, and will be available to deal personally with important cases.

The success of the scheme is largely contingent on the co-operation and understanding of district committees and branches.

All communications previously sent to the divisional secretaries should in future be addressed to the *divisional officer* for the area.

The divisional officer will consult the regional officer on all cases of major importance before action is taken thereon.

If, in the opinion of the regional officer, a case is of such importance as to call for his personal attention, he will take it over.

The divisional officer will attend and submit reports to meetings of the district committees in his area, and the closest possible contact with the honorary secretaries thereof will be maintained.

It is regarded as extremely important that the link between the Whitley machinery, the district committees, and the Association's staff should be effectively maintained. Accordingly, the suggestion is being made in appropriate quarters that the regional officer should be nominated as staffs' side secretary in each case, and that a seat should also be allocated to the divisional officer concerned.

SCOTTISH NOTES

IN Scotland the past month has been a busy one. Civil pay for those on war Service has been our chief concern.

On September 29, a joint meeting of the Whitley Councils for the administrative staffs and the manual workers was held in Edinburgh. Up till the day of the meeting it was generally felt that there would be little difficulty in getting a recommendation adopted in favour of the full difference between civil and army pay for those on war service. Glasgow, however, had prepared an elaborate scheme which gave less than this, and nothing at all to single men without dependants. It appeared that there was also opposition from Dundee. After much discussion, the staff side refused to agree to what was practically the Glasgow scheme, and the meeting finally adopted the nebulous recommendation: "That the local authorities be recommended to exercise the powers contained in the Local Government Staffs (War Service) Act, 1939."

The staff side contended that this amounted to a recommendation in favour of full civil pay, less army pay, but the other side disagreed. It was, however, decided that local authorities should be allowed to interpret the resolution as they thought proper, and that the executive of the council should review the situation on October 6.

In view of the action of Glasgow Corporation in the interval—it had published its scheme in the Press—and the opinions expressed in other quarters, the staff side decided, if necessary, to compromise on the claim to full civil pay. After much discussion and negotiation, resolutions were adopted providing for the following allowances:

MARRIED MEN—An allowance to bring war service pay, less any children's allowances, to at least 75 per cent of the remuneration the employee would have received in his civil employment, provided that no employee shall receive more than the difference between his total war service pay and allowances and his civil remuneration.

SINGLE MEN WITH DEPENDANTS—Such allowance as the local authority may determine, but not more than that provided for married men and not less than that provided for single men without dependants.

SINGLE MEN WITHOUT DEPENDANTS—An allowance to bring war service pay up to 40 per cent of the remuneration the employee would have received had he remained in civil employment.

It was further recommended that these arrangements should apply only to permanent employees as at September 1, 1939, but that authorities be recommended to consider making some provision for temporary employees with at least two years' service. The scheme would remain in operation until May 15, 1940, but would be subject to review at any time. The resolution applies only to male employees serving in H.M. Forces.

Glasgow and War Allowances

The elaborate Glasgow scheme provided for no allowance to single men without dependants. In view, however, of the decision of the Whitley Council, the Corporation decided on October 12 to make up the army pay of single men without dependants to 40 per cent of civil pay. Otherwise, the scheme remains as before:

MARRIED MEN—

57s.—£3 10s. p.w.—Army pay made up to 80 p.c. of civil pay.

£3 10s.—£7 p.w.—Army pay made up to 75 p.c. of civil pay.

Over £7 p.w.—Army pay made up to 70 p.c. of civil pay.

Army allowances for children not to be deducted in calculating army pay.

SINGLE MEN—

With dependants—treated as married men

Without dependants—army pay made up to 40 p.c. of civil pay.

Brighter Prospect in Stirling

On October 10 the divisional secretary had a long interview with the finance committee of Stirling town council, which had indicated its unwillingness to make any payment whatever to those on war service. Although the committee decided to adjourn the question for further consideration, it was obvious that several points of difficulty had been cleared up, and a number of members indicated their readiness to vote in favour of payment.

Scottish Council

When the Scottish Council met in Edinburgh on September 23, the executive sub-committee was appointed as an emergency committee with full powers.

To Men of Assured Position



For Uniforms or Mufti—the

KEITH BRADBURY

Cash-Credit Plan for Clothes

The K.B. Plan enables you to open a credit account with a first-class West End Man's Store where you can obtain everything you need as and when required, *at cash prices*, without paying cash and without getting bills.

There are no interest or book-keeping charges, or other extras whatever, and your first payment immediately establishes a *continuous credit of twelve times its amount*. For example, if you decide to pay £1 a month, your credit is £12, and you can at once order clothes to that value—and continue to order according to your requirements to the full extent of your credit. But your liability need never exceed the agreed monthly payment *and you get no bills!*

Uniforms from 8½ gns., West End Suits and Coats from 5 gns. Shirts, Hosiery, Shoes, Hats, as reasonably, and branded lines at advertised prices. Also Ladies' Tailor-mades and Furs.

Ask for the K.B SKETCH BOOK

which tells you all about the K.B. Plan and the clothes we sell. Please call, write, or phone REGent 0015 (5 lines).

KEITH BRADBURY LTD

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and at 15 Westover Road Bournemouth

280 AUTHORITIES NOW MAKING UP PAY

UP to the date of going to press, 361 local authorities had reached decisions on the question of supplementing the pay of members of their staffs engaged on war or civil defence service. The decisions reached were:

| | Per cent of |
|---------------------------------|-------------|
| | No. Total |
| To make up balance of civil pay | 280 78 |
| To make qualified payments | 56 15 |
| To make no payments | 25 7 |

The complete list so far is printed below. This will be added to in future issues of LOCAL GOVERNMENT SERVICE, but will not be repeated.

ENGLAND AND WALES

Authorities Making Up the Whole of the Balance of Civil Pay.

COUNTY COUNCILS

| | | |
|--------------|----------------|-----------------------|
| Bedfordshire | Hertfordshire | Soke of Peter- |
| Cambridge | Kent | borough ¹ |
| Cheshire | London | Somerset ² |
| Denbigh | Merionethshire | West Suffolk |
| Derby | Middlesex | West Sussex |
| Gloucester | Pembroke | Wiltshire |
| | Radnor | |

1. To be reconsidered after 30/11/39.
2. Subject to reconsideration in six months.

COUNTY BOROUGHs

| | | |
|--------------------------|---------------|---------------|
| Barnsley | Eastbourne | Rochdale |
| Bath | East Ham | Rotherham |
| Birkenhead | Exeter | Salford |
| Birmingham | Gateshead | St. Helens |
| Blackburn | Gt. Yarmouth | Sheffield |
| Bournemouth ² | Halifax | Smethwick |
| Brighton | Hastings | Southport |
| Bristol | Leeds | Stockport |
| Burton-on- | Liverpool | Swansea |
| Trent | Manchester | Tynemouth |
| Cardiff | Middlesbro' | Wallasey |
| Carlisle | Newcastle-on- | Warrington |
| Chester | Tyne | W. Bromwich |
| Croydon | Newport | West Ham |
| Derby ¹ | (Mon.) | W. Hartlepool |
| Dewsbury | Oldham | Wigan |
| Dudley | Reading | York |

1. Applies to employees with 12 months' continuous service before 3/9/39, and to employees engaged on full-time A.R.P. or A.F.S. duties before 6/9/39, but not to those called up for these services after that date.
2. Subject to reconsideration at end of October, 1939.

METROPOLITAN BOROUGHs

| | | |
|------------------------|-------------|-------------------------|
| Battersea ¹ | Hackney | Kensington ³ |
| Bermondsey | Hammersmith | Lambeth |
| Camberwell | Hampstead | Poplar |
| Deptford | Holborn | Shoreditch |
| Finsbury ² | Islington | Woolwich |

1. Subject to six months' service in the case of temporary staff.
2. For men in H.M. Forces only.
3. Cases of temporary officers to be considered.

BOROUGHs

| | | |
|-------------|-----------------------|---------------------------|
| Abergavenny | Finchley ² | Peterborough ⁶ |
| Action | Fleetwood | Pontefract |
| Aldershot | Flint | Redcar |
| Bangor | Folkestone | Rochester |
| Barnstaple | Gillingham | Rowley Regis |
| Beckenham | Glossop | Rugby |
| Bedford | Goole | Salisbury |
| Beverley | Godalming | Stalybridge |

(BOROUGHs—Continued)

| | | |
|-----------------------|----------------------|-------------------------|
| Bexley | Harwich | Stockton |
| Blyth | Herford | Stratford-on- |
| Boston | Heston & | Avon |
| Bridgwater | Isleworth | Stretford |
| Bridlington | Heywood | Surbiton |
| Brentford and | Hornsey ⁴ | Sutton & |
| Chiswick ⁴ | Hove | Cheam |
| Bromley | Hythe | Sutton |
| Buxton | Ilkeston | Coldfield |
| Caernarvon | Kettering | Swinton & |
| Chatham | Leamington | Pendlebury ² |
| Cheltenham | Spa | Tamworth |
| Chippenham | Leyton | Tiverton |
| Chorley | Lichfield | Torquay |
| Colchester | Luton | Tottenham |
| Colwyn Bay | Lytham | Twickenham |
| Congleton | St. Annes | Walthamstow |
| Conway | Macclesfield | Wanstead & |
| Dagenham | Maidstone | Woodford ³ |
| Deal | Maldon & | Warwick |
| Douglas | Coombe | Wembley |
| (I.O.M.) | Middleton | Weston-super- |
| Dukinfield | Mitcham | Mare |
| Ealing | Morecambe | Willesden |
| Eccles | Morley | Winchester |
| Edmonton | Neath | Windsor |
| Farnworth | Newbury ⁵ | Workington |
| | Oldbury | |

- 1 Subject to six months' service.
- 2 Applies to permanent staff only; special committee dealing with temporary staff.
- 3 Applies to staff called up on or before 13/9/39; scheme to be reviewed on 1/11/39.
- 4 Applies to men in H.M. Forces only.
- 5 To be reconsidered after 31/12/39.
- 6 To be reconsidered after 30/11/39.

URBAN DISTRICT COUNCILS

| | | |
|--------------|--------------------------|----------------|
| Abram | Hindley | Prestwich |
| Alsager | Hoddesdon | Rayleigh |
| Arnold | Horsham | Ruislip |
| Benfleet | Horwich | Northwood |
| Billingham | Hoylake | Seaton Valley |
| Bishops | Irlam | Sevenoaks |
| Stortford | Kearsley | Shoreham-by- |
| Bognor Regis | Knottingley | Sea |
| Bollington | Leek | Sleaford |
| Bredbury & | Leyland | Solihull |
| Romiley | Littlehampton | Staines |
| Brentwood | Malvern | Standish-with- |
| Burnham-on- | Market | Langtree |
| Sea | Harborough | Sunbury |
| Carshalton | Maryport | Teignmouth |
| Cheadle & | Merton & | Thornton |
| Gatley | Morden | Cleeveleys |
| Chigwell | Milford Haven | Tyldesley |
| Conisborough | Neston | Urmston |
| Cuckfield | Newton-le- | Waltham |
| E. Grinstead | Willows | Holy Cross |
| Esher | Northfleet | Wellingboro' |
| Feltham | Northwich | Wellington |
| Frimley & | Ogmore & | (Som.) |
| Camberley | Garw | W. Bridgford |
| Frome | Paignton | West Mersea |
| Hayes & | Penmaenmawr | Withnell |
| Harlington | Potters Bar ² | Wye Valley & |
| | Preesall | W. Drayton |

- 1 Applies to temporary officers with at least two years service.
- 2 Applies to members of H.M. Forces only.

RURAL DISTRICT COUNCILS

| | | |
|------------|-------------|----------------------|
| Abingdon | Lydney | Sevenoaks |
| Belper | Magor & | Stratford- |
| Border | St. Mellons | on-Avon ¹ |
| Chailey | Northwich | St. Austell |
| Chester | Osgoldcross | St. Thomas |
| Chichester | Penrith | Thorne |
| Cuckfield | Rochford | Tiverton |

RURAL DISTRICT COUNCILS—(Continued)

| | | |
|-------------------------|----------------|------------|
| Elham | Romney | Ulverston |
| Godstone | Marsh | Wellington |
| Hawarden | Runcorn | (Som.) |
| Hemsworth | Saffron Walden | Wetherby |
| Huntingdon ² | Sheppey | Whiston |
| Lunesdale | Sedburgh | |

- 1 Applies to officers in H.M. Forces only.
- 2 Applies to permanent staff only.

MISCELLANEOUS

The following other authorities have agreed to make up Service pay to the level of civil pay:

Gunnery Park (Acton) Joint Committee
Heywood & Middleton Water Board.
Kent Rivers Catchment Board.
Leigh & Atherton Sewage Board.
London Passenger Transport Board
Mid-Derby Joint Planning Committee
Port of London Authority
Stalybridge, Hyde & Dukinfield Transport Board.
Tyne Improvement Commission.

Authorities which will make qualified payments.

COUNTY COUNCILS

The following have adopted the recommendations of the County Councils' Association stating that:

(1) The Service pay of employees volunteering before the outbreak of hostilities for service with the auxiliary forces should be supplemented to such an extent as the county council in its absolute discretion may decide.

(2) No such addition should be made in the case of employees, other than those mentioned in the preceding paragraph, who are called up compulsorily for service.

| | | |
|-------------|-------------|----------------|
| East Riding | Holland | Monmouth |
| East Sussex | Isle of Ely | [except parh-] |
| Hereford | Northampton | graph 2(d)] |
| | Surrey | |

Berkshire—Each case to be dealt with on its merits.

Buckinghamshire—MARRIED MEN: Civil pay less service pay and allowances. SINGLE MEN WITH DEPENDANTS: Each case considered on its merits.

Cornwall—Pay made up for employees volunteering before war began, and for those over 30 on 25-7-39 volunteering after war began.

Devon—Making up difference between civil pay and service pay, including allowances and rations (1s. 6d. a day).

Dorset—MARRIED MEN AND SINGLE MEN WITH DEPENDANTS:

Civil pay less service pay and allowances (including 40s. p.w. in respect of food and clothing.)

SINGLE MEN WITHOUT DEPENDANTS: As above, except that total received shall not exceed two-thirds of civil pay.

Essex—See details on Page 318.

Hampshire—Only men who volunteered before the outbreak of war are to be paid—balance of civil pay to married men, one-half civil pay to single men, with consideration for special cases.

Montgomery—Pay made up for volunteers only.

North Riding—Pay made up for three months for men who volunteered before

war began. No decision yet on other cases.

Northumberland—MARRIED MEN AND SINGLE MEN WITH DEPENDANTS:

Civil pay less service pay and allowances.

SINGLE MEN WITHOUT DEPENDANTS:

One-half civil pay less service pay and allowances.

Warwickshire and Oxford will make varied payments to different classes of employees:

MARRIED MEN—

Salary up to £300—Service pay made up to full salary;

Salary £300-£400—Service pay made up to five-sixths full salary;

Salary £400-£500—Service pay made up to four-fifths full salary;

Salary over £500—Service pay made up to three-quarters full salary.

Provided that no married man receives less than he would have received had his salary been at the maximum of the next lower division of the scale.

UNMARRIED MEN WITH DEPENDANTS—each case to be considered on its merits.

UNMARRIED MEN WITHOUT DEPENDANTS—pay made up to half full salary subject to maximum payment of £50.

West Riding—Married men, widowers, and single men with dependants, with basic salary not exceeding £250 p.a., to be paid difference between service pay and 4-5ths civil pay.

In reckoning service pay, **Oxford** will exclude allowances for uniform and for children.

COUNTY BOROUGHES

Bradford—MARRIED MEN: Service pay (including wife's allowance) up to £250 p.a. only, subject to 2 years' service; **SINGLE MEN**: Salary of £250 p.a. or less to be paid 10s. p.w.

Bury—Will consider all cases on merit.

Doncaster—Civil pay less service pay, allowances, and 10s. p. w. for food, etc.

Huddersfield—Service pay made up to £300 p.a. only.

Preston—Balance of civil pay made up after deducting service pay, allowances and 10s. p.w. for food, clothing, etc.

Southampton—MARRIED MEN: Service pay made up to £300 p.a. only; **SINGLE MEN**: Each man to receive one-half the sum by which his remuneration exceeds his service pay and allowances, provided that where service pay and allowances exceed £300, the amount shall be the sum by which half the excess of his remuneration over £300 exceeds the excess over £300 of his annual service pay and allowances.

Cases of hardship will be considered on merit.

South Shields—Service pay and allowances (including 7s. p.w. for rations) made up to civil pay, or £3 p.w., whichever is lower; single men without dependants and temporary employees with under 12 months' service excluded.

Sunderland—MARRIED MEN: Civil pay less service pay, including 8s. 9d. p.w. for food, etc.; **SINGLE MEN**: Normally half allowance to married men, but special consideration if any dependants.

Wakefield—Service pay made up to four-fifths civil pay for married men and single men with dependants, and to three-fifths civil pay for single men with-

out dependants; civil pay to include emoluments and increments.

BOROUGHES

Bury St. Edmunds—MARRIED MEN: Civil pay less service pay and allowances. **SINGLE MEN**: Cases of unusual hardship to be considered on merits.

Chesterfield—Balance of civil pay for married men up to £300 p.a., and single men up to £170; individual consideration for all over these figures.

Erith—MARRIED MEN IN H.M. FORCES ONLY: Balance of civil pay; **SINGLE MEN**: Half salary or such less sum as, together with service pay and allowances, is equal to full salary. Town clerk to allocate such sums as he thinks reasonable to parents or dependent relatives and to report thereon; the balance to be paid on return to duty.

Gosport—Civil pay less service pay and allowances (including 10s. p.w. for food), subject to maximum liability of £251 p.a.

Hendon—Balance of pay made up to staff with 2 years service. Special consideration given to men with less than 2 years service.

Kings Lynn—MARRIED MEN: Balance of civil pay and service pay made up; **SINGLE MEN**: Each case to be considered on merits.

Lydd—Each case considered on merits.

Nelson—Each case dealt with on merits.

Ripon—MARRIED MEN: 25s. p.w., plus 3s. for each dependant child. **SINGLE MEN**: 15s. p.w., plus 5s. for one fully dependant parent and 7s. 6d. for two fully dependant parents.

Sandwich—Each case considered on merits.

Taunton—MARRIED MEN and **SINGLE MEN WITH DEPENDANTS**: Balance of civil pay to be made up; **SINGLE MEN WITHOUT DEPENDANTS**: One-third of civil pay, provided this, with Army pay and allowances, does not exceed civil pay.

URBAN DISTRICTS

Barry—Pay made up to all with over 3 years' service.

Crayford—Pay made up to all with over 2 years' service.

Crompton, Kirkby-in-Ashfield, and Padiham will consider each case on merits.

Havant and Waterloo—Civil pay less service pay and allowances (including 15s. p.w. for board and lodging), subject to maximum liability of £251 p.a., council paying superannuation and equivalent contributions.

Stanley—7s. 6d. weekly for dependants.

RURAL DISTRICTS

Bagshot, Calne and Chippenham, Eastry, Llanely—Each case considered on merits.

The following authorities have decided to make no additions to Service pay:

| | | | | |
|---------------------|-----------------|----------------|------|-----------|
| Cardiganshire | Barnoldswick | Walton-le-C.C. | U.D. | Dale U.D. |
| Bolton C.B. | Brierfield U.D. | Durham R.D. | | |
| Merthyr Tydfil C.B. | Ebbw Vale | Easington R.D. | | |
| Cambridge C.B. | Pontypridd | Garstang R.D. | | |
| Congleton B. | U.D. | | | |
| Edmonton B. | Portland U.D. | Oswestry R.D. | | |
| Poole B. | Rainford U.D. | R.D. | | |
| Sale B. | Skegness | Wadebridge | | |
| Stamford B. | U.D. | R.D. | | |
| Toddorden B. | Skipton U.D. | Wakefield R.D. | | |

SCOTLAND

Authorities making up balance of civil pay

COUNTIES

Dunbarton
Kirkcudbright

Lanarkshire
Zetland

1. Up to 15/11/39, but position being re-considered.

BURGHES

Aberdeen
Ayr
Clydebank

Coatbridge
Gourock
Largs
Perth
Rothesay

OTHER AUTHORITIES

Clyde Navigation Trust
Fourth District Committee of Lanarkshire

Authorities making qualified payments

BURGHES

Edinburgh—10s. deducted from single men on account of food, etc.

Hamilton—MARRIED MEN: Earning up to £3 p.w.—80 per cent civil pay. Earning £3 to £6 p.w.—75 per cent civil pay. Earning over £6 p.w.—70 per cent civil pay.

SINGLE MEN WITH DEPENDANTS—to be treated as married men.

SINGLE MEN WITHOUT DEPENDANTS—each case treated on merits.

Irvine—10s. deducted for food.

Glasgow—MARRIED MEN: Earning £2 17s. to £3 10s. p.w.—80 per cent of civil pay. Earning £3 10s. to £7 p.w.—75 per cent civil pay. Earning over £7 p.w.—70 per cent civil pay.

Allowances for children not taken into account.

SINGLE MEN WITH DEPENDANTS—to be treated as married men.

SINGLE MEN WITHOUT DEPENDANTS—pay to be made up to 40 per cent civil pay.

INDUSTRIAL BODIES

The four main-line railway companies and many private firms and industrial organisations have agreed to supplement the service pay of their employees in varying degrees. While we have space only to list some of these organisations, branch secretaries have been supplied with details of the arrangements they have made.

| | |
|------------------------------------|---------------------------------|
| Associated Equipment Co. | Imperial Tobacco Co. |
| Associated Portland Cement Manufs. | Lever Bros. & Unilever |
| W. & T. Avery | London & Scottish Insurance Co. |
| Babcock & Wilcox | Metal Box Co. |
| Beacon Insurance Co. | Philips Lamps |
| Boots Pure Drug Co. | Pilkington Bros. |
| David Brown & Sons (Hudd.) | Pinchin, Johnson & Co. |
| Caledonian Insurance Co. | Reckitt & Colmans |
| J. & P. Coats | E. S. & A. Robinson |
| Courtaulds | Standard Telephone & Cables |
| Dunlop Rubber Co. | Tootal, Broadhurst, & Co. |
| General Electric Co. | Lec & Co. |
| Harrods | United Glass Bottle Manufs. |
| Imperial Chemical Industries | Wolsey |

READERS' FORUM

(Continued from page 334).

re-instatement after hostilities of those pacifists temporarily suspended from their normal duties by order of a tribunal.

It will be known that, under Section 14 of the National Service (Armed Forces) Act, 1939, an employer is under obligation to reinstate the employee called up for service under the Act in his employment at the termination of that service, "in an occupation and under conditions not less favourable to him than those which would have been applicable to him had he not been called up." While it may, therefore, be said that pacifists have a legal right to expect re-instatement in their work after the war, it would be good to know that in these circumstances, too, they may expect the support of the Association.

EDWARD T. SMALLEY.

135, Harborough Road,
Oadby, Leicester.

MUNICIPAL HOT WATER

"Misguided Vision?"

After reading the article by Mr. J. G. Hillier on municipal hot water in your September issue, and as a member of a profession doomed to extinction in this future Utopia, may I make one last despairing appeal to the magnanimity of Mr. Hillier to give me more information of his process of supplantation.

1. By what means is the electricity to be generated?
2. How is the water to be heated?
3. By what medium is the water to be supplied to the neighbouring district from point of heating?
4. What material is to be used for the distribution of the hot water?

I hope to be able to say something in self-defence after seeing your reply. Bingley, Yorks. "HOT RETORT."

OUR SEPTEMBER COVER

Was the Theodolite Level?

One must believe that the gentleman whose portrait figures so prominently in the frontispiece of the September journal is accustomed to the use of a theodolite, but one would hardly reach this opinion from the effort depicted. It is usual in the best circles to set the instrument up properly on its stand and adjust the parallel plates to be horizontal (in the illustration they are tilted at about 12 degrees to the horizon) before venturing to apply the eye to the eyepiece.

By all means let us have propaganda in favour of the local government officer, but please let its details be accurate beyond criticism, lest we be held up to ridicule as not knowing our own business. Cheshire.

J. M. ARDERN.

It is gratifying to find readers—for this is one of a number of letters on the same point—taking such an interest in our cover pictures. In reply, and in justice to the officer depicted, we would explain that the theodolite was level when the picture was taken, but that the photographer, in an attempt to secure a better pictorial composition, took what is technically known as an "angle shot"—a device familiar to all cinemagoers. Surely even local government officers will permit artistic licence on occasion?

BUILDING SOCIETY'S WAR POLICY

Advances Resumed

WAR-TIME policy of the Nalگو Building Society was explained in a letter sent to local correspondents and branch secretaries on October 20.

This stated that, on the outbreak of war, the committee considered it advisable, in the general interests of the Society, to cease making advances on mortgage for the time being.

At a meeting on October 13 the committee reviewed the whole position.

IMPORTANT NOTICE

The General Secretary is remaining in London and all correspondence requiring his personal attention should be addressed to 27, Abingdon Street, Westminster, S.W.1. (Telephone: Whitehall 9351).

The Public Relations Officer has returned to London, and all correspondence dealing with public relations or LOCAL GOVERNMENT SERVICE should be addressed to him, also at 27, Abingdon Street.

All other correspondence dealing with the general work of the Association and its ancillaries should be addressed to N.A.L.G.O. Centre, Croyde, Braunton, Devon. (Telephone and telegrams: Croyde 212.)

Please address no correspondence to 24, Abingdon Street. This building is now closed.

It was decided to consider further applications for advances on the following conditions:

No advance to exceed 75 per cent of the purchase price or value of the property, whichever be the lower;

Interest on new advances to be at the rate of 5 per cent, whatever amount is advanced;

Term of mortgages to remain unaltered (i.e. repayments can still be spread over 25 years).

The position is being closely watched, and the committee will consider both increasing the amount of advances and reducing the rate of interest as soon as advisable.

There will be no restriction on the amounts which members may invest in the society short of the limit of £5,000 laid down in the Building Societies Acts, but the rule requiring one month's notice of withdrawal will continue to be strictly applied for the time being.

BRANCH CIRCULARS

The following communications were sent to branches on October 11:

83/Org/39 (to branch secretaries)—drawing attention to circulars issued by the Minister of Home Security on the conditions of service of A.R.P. personnel, discouraging excessive spells of duty, and urging that the work should be organized to reduce overtime by the engagement of additional staff; requesting branches to send to Headquarters detailed information regarding salary, working hours, etc., of officers engaged in A.R.P. work; referring to the rising cost of living; and suggesting

that branches should set up national service membership committees to protect the interests of members serving with the forces or away from home on national service.

84/Org/39 (to branch secretaries)—dealing with payment of subscriptions and membership of temporary officers.

(to branch secretaries)—seeking the co-operation of branches in the sale of "Help Yourself" annuals.

COST-OF-LIVING

The average percentage increase in the cost-of-living index figure over the July 1914 level for each of the past six months is:

| | | | |
|---------|----|--------------|----|
| May .. | 53 | August .. | 55 |
| June .. | 53 | September .. | 55 |
| July .. | 56 | October .. | 65 |

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

| | Aug. | Sept. | Oct. |
|-------------------|------|---------|---------|
| Food .. | 37 | 38 | 50 |
| Rent .. | 62 | 62 | 62 |
| Clothing .. | 110 | 105/110 | 120/125 |
| Fuel and Light .. | 80 | 80/85 | 95 |
| Other Items .. | 80 | 80 | 80/85 |

WESTON-S.-MARE.—"Carlyle." Board res., B. & B. 2 mins. sea. Central for amusements. Write for terms.—Mrs. Astill. Tel.: 1711.

WEYMOUTH.—Electra Private Hotel, Esplanade. Modern P.H.; 25 bedrooms; H. & C. throughout. Ex. cuisine and service. Central, near Garages. From 2½ gu.—Leafe. Phone: 941.

MISCELLANEOUS

A.R.P. Black curtaining, 54 ins. wide, 1/11 yd. 40 ins. wide, 1/6 yd.; 36 ins. wide, 1/3 yd.; dark green 54 ins., 1/6 yd.; rubberised absolutely opaque material 36 ins., 1/11 yd. Cash with order. Everything for A.R.P. Millefs Stores, 30, Wilton Rd., Victoria, S.W.1. Telephone: Vic: 2751

A.R.P.—Neutral area Harrow and Sutton houses to let and for sale. Stenning, 78, The Gallop, Sutton. Phone: Vigilant 3349.

RADIO

Bankrupt Bargains. Brand new 1938-9 models, makers' sealed cartons, with guarantees, at 40 per cent. below listed prices; also portables, car radio and midgets. Send 1d. stamp for lists. Radio Bargains, Dept., L.G.S., 261-3, Lichfield Road, Aston, Birmingham.



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Please send me free of charge a new "Privilege Ticket" relating to your offer of SPECIAL TERMS to Public Officials.

Name (in full)

Office Address

(in full)

This Coupon may be posted in envelope (unsealed) under one halfpenny stamp. L.G.S.

HOLIDAYS: WHERE TO STAY

BLACKPOOL.—Kelso House, 58, Kelso Avenue, Cleveleys. Facing sea and golf links. Board 7s. 6d. or apartments at moderate terms.—Mrs. Tetlow.

BOGNOR REGIS.—Douglas Private Hotel, Aldwick Road. Two mins. Pier, close Tennis, Bowls, Amusements. Open all Year. Liberal varied Menu. Central Heating. H. & C. in Bedrooms. Comfortable Lounge, Dining-room. Separate tables.—Mrs. H. Warner. Phone 1903.

BOURNEMOUTH.—Board-res., few minutes station. East Cliff; home comforts; splendid food; freedom; 2 gns. week; August 45/-; bed and breakfast from 25/-; Garage.—J. Rouse, 69, Lansdowne Road. Phone 6837.

BOURNEMOUTH.—Winchmore Private Hotel, Knyveton Road, East Cliff. Amongst pines. Pleasant garden; 6 mins. sea. Garage; H. & C.; gas fires; near Tennis, Golf. From 21 gns.—Miss Gamble. Bournemouth 3130.

BOURNEMOUTH for SUNSHINE and "WIMBLEDON HALL" for

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Don't be disappointed this year. Write for our new booklet, "THE HALL OF DELIGHT" and copies of our Menu, which will assist your decision. Magnificent new Ball Room and Sun Lounge.
SPRING TERMS From 21 Guineas.
SUMMER TERMS From 3 Guineas.
Tariff: G. S. Horspool.

BOURNEMOUTH.—"Cliff Haven Hotel," Southbourne Overcliff Drive. Southbourne's most modern hotel. Facing sea. H. & C., gas fires throughout. C. heating. Mod. terms acc. to season. B. & B. 7s. 6d.

BOURNEMOUTH.—"Midlothian," St. Michael's Road. Min. sea, attractions. Ex. cuisine, H. & C. From 2 gns. Phone 6103.

BOURNEMOUTH (Boscombe)—"Almeida" Pte. Hotel, Florence Rd. Phone 86. Ideal winter, summer residence. Few min. Boscombe Pier, amuse. Ex. & lib. catering. Sep. tables. H. & C., gas fires, bedrooms. Large garages. From 2 gns. weekly. Rec. by Civil Servants.—Mrs. V. Stanley.

BOURNEMOUTH.—"Sherbourne House," Walpole Rd.—Ph: 490. Five Min. Sea, Central. Ex. Cuisine, Fr. 2 gns. Board.—Mrs. Williams.

BOURNEMOUTH.—"Wrenwood," Florence Rd., Boscombe. Near Pier, Amusements, Ex. Cuisine, Sep. Tables, H. & C. Bedrooms. Phone: 305. 1349.

BRIGHTON.—"Arundel," Norfolk Sq. Phone: 2700. Near West Pier. H. & C., Gas Fires throughout. From 2 gns. B. & B., 6/-, Wilkinsons.

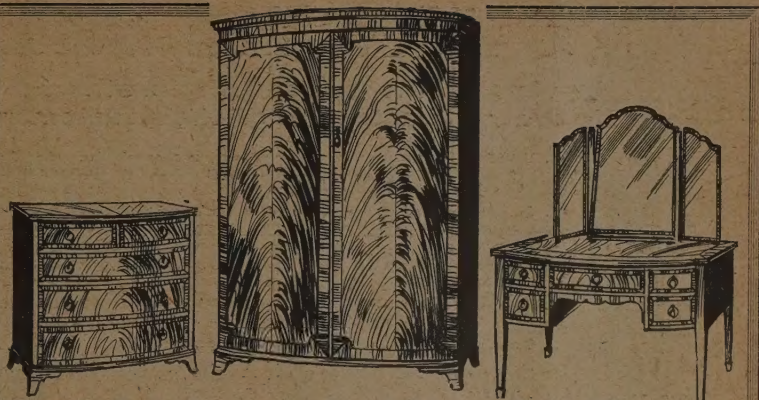
BRIGHTON.—"Court Craven" (accommodation 30), Marine Parade—Sea views, central, min. pier; 2-3 gns.—N. Osborne. Phone 2639.

BRIGHTON.—"Lauriston," 20, Atlingworth Street. First-class Boarding Establishment. 3 doors Sea-front. Good English catering. From 2 gns.; 7/6 daily.—Mrs. Laurie. Phone 6073.

BRIGHTON.—"Warwick Hotel, Queens Road. Redecorated. Hot and cold all rooms. Bed and breakfast 6/- per night. Full board 43 3s. weekly. Phone 375111.

WINTER ANGLING from Ivy House, Morning, near Norwich. Overlooking river. Boats for hire. Inclusive terms 3 gns.

LION HOTEL, THURNE. Near Potter Heigham. Boats, live bait supplied. Centre of Broadland. Prop.: W. Grapes. Phone: Potter Heigham 252. Inclusive terms from 3 gns.



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COMBE MARTIN, N. DEVON.—"Amblestone." Board residence. Devonshire tariff. Own produce. Personal supervision. Terms moderate.—Mrs. Webber.
"The House that gives you a guarantee."

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DOUGLAS, I.O.M.—The New VICTORIA Residential Hotel, Foot of Broadway. Open all year. Newly decorated, with new ground floor lounge and dining rooms. Over 40 bedrooms all fitted with wardrobes, H. & C., by the latest electrical system. Sep. tables. Dancing, Late dinner. Liberal cuisine. Evening dress not essential. Terms from 8/- to 9/6, according to season. Write for tariff menu.—Mrs. C. Clague (member of R.H.A. of G.B.). Phone: Douglas 1670.

EASTBOURNE.—"Grafton," 14, Meads St. Three minutes sea, golf. Midday dinner. Good catering. H. & C. throughout, 2-3 gns.—Steward.

EASTBOURNE.—"Chesholme," Langney Road. Central, near sea. Highly recommended.—Mrs. Thomas. Phone 238.

HOYLAKE (Cheshire).—"Blythwood," 60, Alderley Road. Board-residence; bed and breakfast. Comfortable; reasonable; off the promenade.

LYNTON.—"Rock View," Lee Road. Board residence. Bed and breakfast. Apartments. Overlooking Bristol Channel and miles of beautiful scenery over the moors. Excellent cuisine. Separate tables. Terms on application. Personal supervision.—Mrs. N. Parker.

LYNTON.—"Shortlands," Lee Road, apartments with or without board—moderate.—Mrs. Porter.

MINEHEAD.—"Magnolia, Queens Rd. Board-Res. B. & B., H. & C. in bedrooms, S.T. Terms moderate.—Mrs. Brunt. Phone: 474.

MINEHEAD Edinor Private Hotel, Martlet Road

Situated in own grounds, best position in Minehead, with every modern convenience at moderate and inclusive terms. Rec. by N.A.L.G.O. members. Write to resident proprietress.—Miss E. B. Allen Wilkes. Phone: 100.

MINEHEAD.—30, The Avenue. Board residence. Dinner, B. & B. Near garage. Central. Good headquarters for tourists. Recommended. Moderate.—Mrs. R. Pippet. Phone: 637.

NORTH BERWICK.—Lynburn. On front. Near bathing pool, golf and tennis. H. & C. running water. Comfort and cuisine the keynote. Special winter terms on application. Phone: 293.

ST. ANNES-ON-SEA.—"Feniscliffe," 29, Bromley Rd. Pleasantly situated. 2 minutes promenade, amusements, shops. Apartments or Board residence. Bed and breakfast. Every modern convenience. Coal fires all rooms. Comfort. Liberal, good catering. No restrictions. Reasonable terms. Highly recommended.—Mr. and Mrs. C. Walton.

SOUTHSEA.—"Queen Anne Lodge" Private Hotel, Nightingale Rd. Situated just off sea front, close Clarence Pier. Comfortable Lounge, Dining Room; 20 bedrooms fitted H. & C. Garage. Terms very moderate. Tariff.—Mr. & Mrs. W. Henning. Phone: 571811.

ENJOY BEAUTIFUL SUSSEX at "Flagstaff," Whitesmith, near East Hoathly. 12 acres; own garden produce; 3 1/2 to 4 gns.

SOUTHSEA.—Slatter's Hotel, South Parade. Situated best part Southsea. Sea front, 2 mins. South Parade Pier, Gardens, Facing South, views of Isle of Wight and Solent. Bathing from house. Excellent cuisine. Lounge.—Mr. and Mrs. JOB (Proprietors). Portsmouth 310271.

TORQUAY.—Astwell Hall Hotel. 200 feet sea frontage with finest view of Torbay. H. & C. in all bedrooms. Central heating. "Vita" Sun Lounge. Dancing. Bathing from hotel. Garages. Special terms to Nalgoties.—Res. Prop., W. Riley, Ex-Nalgotie, Scarborough Branch. Phone: 2698.

WESTON - S. - MARE.—Pavilion House, Private Hotel, Knightstone Road. Board residence. Mod. terms. Ideal position sea front. Separate tables. Excellent cuisine. H. & C. all bedrooms. Central heating. Garage acc. Under personal supervision.—Proprietors: Mr. & Mrs. Baldwin. Phone: 968.

WESTON-S.-MARE.—Florence House, 3, Manilla Crescent, Madeira Cove. Beautifully situated facing Marine Lake and Knightstone Pavilion. H. & C. running water and gas fires in most bedrooms. Under personal supervision. Moderate terms.—Mr. & Mrs. G. Jackson. Phone: 2348.

A WINEGARTEN ANNOUNCEMENT

In view of the present circumstances WINEGARTENS wish to draw the attention of their customers to the following:—



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Others from 105/-



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Others from 75/-

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